

*Supplément au Compte rendu provisoire (31 mai 2006)*

## **LISTE PROVISOIRE DES DÉLÉGATIONS**

***Conférence internationale du Travail***

Quatre-vingt-quinzième session, Genève

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*Supplement to the Provisional Record (31 May 2006)*

## **PROVISIONAL LIST OF DELEGATIONS**

***International Labour Conference***

Ninety-fifth Session, Geneva

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*Suplemento de Actas Provisionales (31 de mayo de 2006)*

## **LISTA PROVISIONAL DE DELEGACIONES**

***Conferencia Internacional del Trabajo***

Nonagésima quinta Session, Ginebra

# **2006**

La liste des délégations est présentée sous une forme trilingue. Elle contient d'abord les délégations des Etats membres de l'Organisation représentés à la Conférence dans l'ordre alphabétique selon le nom en français des Etats. Figurent ensuite les représentants des observateurs, des organisations intergouvernementales et des organisations internationales non gouvernementales invitées à la Conférence.

Toutes les informations concernant les noms des pays ou des organisations sont données en français, en anglais et en espagnol. Toute autre information (titres et fonctions des participants) est indiquée dans une seule de ces langues: celle que doit utiliser le Bureau international du Travail dans la correspondance officielle avec le pays dont relève la personne intéressée.

Les noms, titres et qualités figurant dans la liste des délégations correspondent aux indications fournies dans les pouvoirs officiels reçus au mardi 30 mai 2006, à 14H00. Une première liste révisée sera publiée mardi 6 juin 2006, et la liste finale le jeudi 15 juin 2006.

Toute demande de rectification d'erreurs matérielles (erreurs typographiques, fautes d'orthographe, etc.) pourra être déposée au secrétariat de la Commission de vérification des pouvoirs pour qu'il en soit tenu compte dans l'édition révisée de la liste. Toute demande de modification, d'adjonction ou de suppression, etc., concernant les titres, qualités, fonctions ou statut à la Conférence indiqués dans la liste devra être adressée, sous forme de pouvoirs officiels signés par le ministre du Travail, le ministre des Affaires étrangères, le chef de la mission permanente à Genève ou le chef de la délégation du pays intéressé, au secrétariat de la Commission de vérification des pouvoirs.

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The list of delegations is presented in trilingual form. It contains the delegations of the Member States represented at the Conference in the French alphabetical order, followed by the representatives of the observers, intergovernmental organizations and international non-governmental organizations invited to the Conference.

The names of the countries and organizations are given in French, English and Spanish. Any other information (title and functions of participants) is given in the language used for official correspondence between the ILO and the country in question.

The names and designations appearing in the list of delegations are those given in the official credentials received up to Tuesday 30 May 2006 at 2.00 p.m. A first revised list will be issued on Tuesday 6 June 2006 and the final list on Thursday 15 June 2006.

Requests for correction of material errors (misprints, wrong spellings, etc.) can be handed in at the Secretariat of the Credentials Committee and will be taken into account in a revised edition of the list. Any requests for modifications, additions, deletions, etc., concerning the titles, positions, functions or Conference status indicated in the list must be addressed, in the form of official credentials signed by the Minister of Labour, the Minister of Foreign Affairs, the head of the Permanent Mission in Geneva or the head of the delegation of the country concerned, to the Secretariat of the Credentials Committee.

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La lista de delegaciones se presenta en forma trilingüe. En primer lugar figuran los Estados Miembros de la Organización en orden alfabético francés. Seguidamente aparecen las delegaciones de los observadores, organizaciones intergubernamentales y organizaciones internacionales no gubernamentales invitados a la Conferencia.

Figuran en francés, inglés y español los nombres de los Estados y organizaciones asistentes a la Conferencia. Los demás datos (títulos y cargos de los participantes) aparecen sólo en la lengua utilizada por la Oficina Internacional del Trabajo para sus comunicaciones oficiales con el correspondiente Estado.

Los nombres, títulos y cargos que figuran en la lista de delegaciones son los que constan en los poderes oficiales recibidos hasta el martes 30 de mayo a las 14 horas. Se publicará una primera lista revisada el martes 6 de junio de 2006, y la lista final el jueves 15 de junio.

Toda solicitud de rectificación de errores de carácter material (tipográficos, ortográficos, etc.) deberá presentarse a la secretaria de la Comisión de Verificación de Poderes para poder tenerla en cuenta en la edición revisada de la lista. Las solicitudes de modificación, adición, supresión, etc., de los títulos, profesiones, cargos o funciones en la Conferencia que figuren en la lista deberán dirigirse, en forma de poderes oficiales firmados por el Ministro del Trabajo, el Ministro de Relaciones Exteriores, el jefe de la Misión permanente en Ginebra o el jefe de la delegación del país interesado, a la secretaria de la Comisión de Verificación de Poderes.

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## Afghanistan Afghanistan Afganistán

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### *Minister attending the Conference*

QARQEEN, Noor Mohammad, M., Minister of Martyrs,  
Disabled and Social Affairs.

### *Person accompanying the Minister*

BAHRAMI, Fazel Ahmad, M., Interpreter.

### **Government Delegates**

BASHIRI, Mohammad Ghaus, M., Deputy Minister of  
Martyrs, Disabled and Social Affairs.

TIMOR, Abdul Rahim, M., Specialist, Office of the  
Administrative Affairs, President.

### *Adviser and substitute delegate*

OMER, Assad, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

### *Advisers*

HACHEMI, Daoud, Mr., Second Secretary, Permanent  
Mission, Geneva.

KHALILI, Mohammad Taqi, Mr., Third Secretary,  
Permanent Mission, Geneva.

### **Employers' Delegate**

BAKSHSH, Hossain, M.

### *Adviser*

NIMATULLAH, M.

### **Workers' Delegate**

ADILL, Muhammad Liaqat, M., Senior Vice President, All  
Afghanistan Federation of Trade Unions (AAFTU).

### *Adviser*

EHSAS, Mohammad Qasim, M., President, Central  
Council of National Union of Afghanistan Employees.

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## Afrique du Sud South Africa Sudáfrica

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### *Minister attending the Conference*

MDLADLANA, M.M.S., Mr., Minister of Labour.

### *Persons accompanying the Minister*

ZONDEKI, S., Ms., Chief of Staff, Ministry of Labour.

NONJOJO, N., Ms., Protocol Officer to the Minister of  
Labour, Ministry of Labour.

### **Government Delegates**

MKOSANA, Vanguard, Mr., Director-General,  
Department of Labour.

MTSHALI, G., Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

### *Adviser and substitute delegate*

NDEBELE, Siphon, Mr., Counsellor, Labour, Department  
of Labour.

### *Advisers*

MOKGATLE, Botsang, Ms., Occupational Health &  
Safety Inspector, Department of Labour.

PHASHA, Nkahloleng, Mr., Executive Manager, Legal  
Unit, Department of Labour.

VAN ZYL, Anne-Marie, Ms., Executive Manager,  
Employment Relations, Department of Labour.

MASERUMULE, P., Mr., Manager, Employment  
Relations, Department of Labour.

LETOABA, Kgomo, Mr., Acting Executive Manager,  
International Relations, Department of Labour.

PELA, Mokgadi, Mr., Executive Manager,  
Communications, Department of Labour.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

KASIENYANE, OR., Ms., Chairperson, Portfolio  
Committee on Labour.

MKHONGI, MP, B., Mr., MP Portfolio Committee on  
Labour.

NE ZULU, MP, Mr., MP Portfolio Committee on Labour.

JAYIYA, P, Ms., Secretary, Portfolio Committee on  
Labour.

WEBER, H., Ms., MP, Portfolio Committee on Labour.

### **Employers' Delegate**

VAN VUUREN, Vic, Mr., Chief Operations Officer,  
Business Unity South Africa (BUSA).

### *Advisers and substitute delegates*

DOWIE, Friede, Ms., Chief Officer Strategic Services,  
BUSA.

BOTHA, John, Mr., Council Member, BUSA.

LOTTER, Casper, Mr., Member, Health Task Group,  
BUSA.

### *Advisers*

MAISTRY, Anna, Ms., Member, Standing Committee on  
Social Policy, BUSA.

RAMDIN, Roshney, Ms., Member, Health Task Group,  
BUSA.

MAILA, Zodwa, Ms., Member, Standing Committee on  
Social Policy, BUSA.

MAPHISA, Konyalala, Ms., Council Member, BUSA.

COWLEY, Kevin, Mr., Human Resource Executive,  
Primeserv, BUSA.

*Persons appointed in accordance with Article 2,  
paragraph 3(i)*

BILLINGTON, Michelle, Ms., Chairperson and Business Representative, Labour Recruitment Chamber, Services SETA, BUSA.

NAICKER, Devan, Mr., SSP and Research Manager, Services SETA, BUSA.

MATHIBE, Andy, Mr., Deputy Chairperson, Services SETA, BUSA.

**Workers' Delegate**

PATEL, Ebrahim, Mr., General Secretary, COSATU.

*Advisers and substitute delegates*

RANTSOLASE, Alinah, Ms., National Treasurer, COSATU.

MAQHEKENI, Joseph, Mr., President, NACTU.

GEORGE, Dennis, Mr., Acting General Secretary, FEDUSA.

*Advisers*

MALETE, Mary, Ms., President, FEDUSA.

BEZUIDENHOUT, Koos, Mr., Vice President, FEDUSA

GROBLER, Leon, Mr., Management Committee, FEDUSA.

**Albanie Albania Albania**

**Government Delegates**

SULKA, Kastriot, Mr., Deputy Minister of Labour, Social Affairs and Equal Opportunities.

THANATI, Vladimir, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers and substitute delegates*

LEKA, Gjergj, Mr., Adviser to the Minister of Labour, Social Affairs and Equal Opportunities.

KRASTA, Luljeta, Mrs., Specialist, Department of Labour Relations.

NINA, Ervin, Mr., Second Secretary, Permanent Mission, Geneva.

**Employers' Delegate**

VAROSHI, Ismail, Mr., Chairman, Employer's Organisations of Albania.

*Adviser*

KOKA, Vladimir, Mr., Chairman, KOP Confederation.

**Workers' Delegate**

NIKOLLAJ, Kol, Mr., Chairman, Albanian Confederation Trade Union.

**Algérie Algeria Argelia**

*Ministre assistant à la Conférence*

LOUH, Tayeb, M., Ministre du Travail et de la Sécurité sociale.

*Personne accompagnant le Ministre*

JAZAÏRY, Idriss, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

**Délégués gouvernementaux**

BELLADHENE, Rachid, M., Ambassadeur, Directeur des Affaires économiques et financières internationales, Ministère des Affaires étrangères.

ZAIDI, Fodil, M., Directeur des Etudes et des Systèmes d'information, Ministère du Travail et de la Sécurité sociale (MTSS).

*Conseillers techniques et délégués suppléants*

KIES, Saida, Mme, Inspecteur central, MTSS.

BENBOUZID, Bachir, M., Directeur des Relations professionnelles, MTSS.

KHENNICHE, Rabah, M., Chargé d'Etudes et de Synthèse, MTSS.

YEKKEN, Bahia, Mme, Sous-Directeur de la Coopération, MTSS.

BENAKEZOUH, Hamza, M., Chargé de mission.

KHELIF, Hamza, M., Secrétaire diplomatique, Mission permanente, Genève.

GUERIRA, Djamel, M., Chargé du Protocole, MTSS.

**Délégué des employeurs**

M'RAKACH, Boualem, M., Président, Confédération algérienne du Patronat (CAP).

*Conseillers techniques*

OZROUT, Yasmina Taya, Mme, Présidente, Association pour la promotion des femmes gestionnaires.

NAÏT ABDELAZIZ, Mohamed Said, M., Président, Confédération nationale du Patronat algérien (CNPA).

MEHENNI, Abdelaziz, M., Président, Confédération des Industriels et Producteurs algériens (CIPA).

BELDJEZAR, Ahmed, M., CIPA.

MEGATELI, El Mahfoudh, M., Membre, Conseil d'administration du BIT.

BENDRIS, Brahim, M., CAP.

SEBIHI, Nacer, M., CGEA.

SAHARI, Djelloul, M., CNPA.

*Personnes désignées en conformité avec  
l'article 2, alinéa 3 i)*

BENGAOUD, Ahmed, M., CNPA.

AÏT AHCENE, Hocine, M., CNPA.

SIACI, Ali, M., CNPA.

AGLI, Françoise, Mme, Association pour la Promotion des Femmes gestionnaires.

### *Autres personnes assistant à la Conférence*

DJILANI, Samira Hadj, Mme, Association pour la Promotion des Femmes gestionnaires.  
NEGHA, Saida, Mme, CGEA.  
HADDADOU, Tassadit, Mme, CAP.  
REKAB, Hind, Mlle, CAP.  
CHEIKH, Saad, M., CAP.  
SEHINI, Abdallah, M., CAP.  
KARED, Daoud, M., CAP.  
BAHLOULI, Yazid, M., CAP.  
AMRANE, Hamid, M., CAP.  
GHERBI, Mohamed, M., CAP.  
AREZKI, Rachid, M., CAP.  
BRERHI, Mohsin, M., CAP.  
CHELLOUFI, Karim, M., CGEA.  
NASRI, Samil, M., CNPA.  
AÏT ANCEUR, Hamid, M., CNPA.  
AIDER, Mohand, M., CNPA.  
BADRANE, Aissa, M., CNPA.  
MAMERI, Boukhilil, M., CNPA.  
DJAADI, Mohamed, M., CNPA.  
LARDJANE, Rachid, M., CNPA.  
MOULA, Boukhalfa, M., CIPA.  
NASRI, Ali Bey, M., CIPA.  
BENDJABEUR, Yacine, M., CIPA.  
SAHRAOUI, Karim Hadj, M., CIPA.  
TAIBI, Amar, M., CIPA.  
BENABDELJALLIL, Moulay Idris, M., CIPA.  
HARITI, Hocine, M., CIPA.  
DEKKAR, Abdelatif, M., CIPA.  
M'HANNI, Mustapha, M., CIPA.

### **Délégué des travailleurs**

SIDI SAID, Abdelmadjid, M., Secrétaire général, Union générale des Travailleurs algériens (UGTA).

### *Conseillers techniques*

RAHMA, Boudjemaa, M., Secrétaire national chargé des Relations extérieures et de l'Emigration, UGTA.  
MEZIANI, Abdellaoui, M., Secrétaire national chargé des Finances, UGTA.  
BOUZIDI, Boualem, M., Secrétaire national chargé des Conflits sociaux, UGTA.  
MERABET, Ali, M., Secrétaire national chargé de la Fonction publique, UGTA.  
BELMOUHOUB, El-Hachemi, M., Secrétaire national chargé de l'Information, UGTA.  
KERROUM, Lakhdar, M., Secrétaire national chargé de la Solidarité et de l'Action sociale, UGTA.  
DJENOUHAT, Salah, M., Secrétaire national chargé de l'Organique, UGTA.  
MALKI, Abdelkader, M., Secrétaire national chargé des Relations générales, UGTA.

### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

ADJABI, Salah, M., Secrétaire national chargé de l'Emploi et de la Formation professionnelle, UGTA.  
BADREDDINE, Mohamed Lakhdar, M., Secrétaire national chargé des Affaires économiques et Etudes, UGTA.

BENDJILALI, Ali, M., Secrétaire national, UGTA.  
SALHI, Soumia, Mme, UGTA.

### *Autres personnes assistant à la Conférence*

RAHMANI, Messaouda, Mme, UGTA.  
LAMRI, Fatima Zohra, Mme, UGTA.

## **Allemagne Germany Alemania**

### *Minister attending the Conference*

ANDRES, Gerd, Mr., Parliamentary Secretary of State, Federal Ministry of Labour and Social Affairs.

### *Persons accompanying the Minister*

BRANDNER, Klaus, Mr., Member, German Federal Parliament.  
BRAUKSIEPE, Ralf, Mr., Member, German Federal Parliament.  
WILDING, Lilli, Mrs., Interpreter.  
KOHL, Sabine, Mrs., Interpreter.

### **Government Delegates**

STEINER, Michael, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
KOBERSKI, Wolfgang, Mr., Director-General, European and International Employment and Social Policy, Federal Ministry of Labour and Social Affairs; Government Representative, Governing Body of the ILO.

### *Advisers and substitute delegates*

KREUZALER, Ernst, Mr., Director, International Employment and Social Policy, Federal Ministry of Labour and Social Affairs, Substitute Government Representative, Governing Body of the ILO.  
HÖGL, Eva, Mrs., Head, Division for ILO and UN Affairs, Federal Ministry of Labour and Social Affairs; Substitute Government Representative, Governing Body of the ILO.  
HOFFMANN, Susanne, Mrs., Counsellor, Permanent Mission, Geneva.

### *Advisers*

ZEITZ, Birgit, Mrs., Federal Ministry of Labour and Social Affairs.  
VIETHEN, Hans-Peter, Mr., Federal Ministry of Labour and Social Affairs.  
SCHEDDLER, Albrecht, Mr., Federal Ministry of Labour and Social Affairs.  
GÖGSEL, Kathrin, Mrs., Trainee, Permanent Mission, Geneva.  
SCHÄFER, Kai, Mr., Federal Ministry of Employment and Social Affairs.

## Employers' Delegate

GERSTEIN, Antje, Mrs., Deputy Director, European Union and International Social Policy, Confederation of German Employers' Associations (BDA).

### *Adviser and substitute delegate*

PRINZ, Thomas, Mr., Deputy Director, Labour Law Department, BDA.

### *Advisers*

HORNUNG-DRAUS, Renate, Mrs., Managing Director and Head, European Union and International Social Policy Department, BDA.

MIKSCHKE, Leopold, Mr., Former Company Medical Officer, Bayer AG.

BISWAS, Nisha, Mrs., Labour Law Department, BDA.

### *Other person attending the Conference*

CLEVER, Peter, Mr., Member, Executive Board, BDA.

## Workers' Delegate

ENGELEN-KEFER, Ursula, Mrs., Vice-President, German Confederation of Trade Unions (DGB); Member, Governing Body of the ILO.

### *Adviser and substitute delegate*

ADAMY, Wilhelm, Mr., Labour Market and International Social Policy Department, Federal Executive Board, DGB.

### *Advisers*

ECKL, Jürgen, Mr., European and International Trade Union Policy Department, Federal Executive Board, DGB.

KÜHL, Bianca, Mrs., Department Labour Market and International Social Policy, DGB.

CAMIN, Peter, Mr., Workers Council, Hydro Aluminium Rolled Products Hamburg.

HINRICHS, Wemer, Mr., Trade Union IG Metall.

PAPE, Karin, Mrs., Global Labour Institute.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

KERBUSCH, Ernst-J., Mr.

SCHMIDT, Roland, Mr.

ADAM, Erfried, Mr.

BONGARTZ, Heinz, Mr.

## Angola Angola Angola

### *Ministre assistant à la Conférence*

DOMINGOS PITRA NETO, António, M., Ministre de l'Administration publique, de l'Emploi et de la Sécurité sociale.

### *Personne accompagnant le Ministre*

DO NASCIMENTO, Arcanjo, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

## Délégués gouvernementaux

N'GOVE LUSSOKE, David, M., Directeur du Cabinet des Relations et Coopération internationales, Ministère de l'Administration publique, de l'Emploi et de la Sécurité sociale.

DAMBI, Jorge Francisco, M., Directeur provincial, Ministère de l'Administration publique, de l'Emploi et de la Sécurité sociale de Benguela.

### *Conseillers techniques*

N'LANDO, Manuel, M., Chef, Département de la Sécurité et de l'Hygiène au Travail, Inspection générale du Travail, Ministère de l'Administration publique, de l'Emploi et de la Sécurité sociale.

JAMBA EDUARDO DOS SANTOS, Graciosa Canjaia, Mme, Première Secrétaire, Direction des Organisations internationales, Ministère des Relations extérieures.

NETO DE MIRANDA, Sandra, Mme, Assistante, Mission permanente, Genève.

## Délégué des employeurs

GOMES, António Tiago, M., Secrétaire général, Chambre du Commerce et de l'Industrie de l'Angola (CCIA).

### *Conseiller technique et délégué suppléant*

GONÇALVES, Pedro, M., Secrétaire de direction, Association industrielle de l'Angola (AIA).

### *Conseillers techniques*

ANDRÉ, Victor Manuel, M., Juriste, Entreprise Sonangol, Conseiller technique, CCIA.

ASSUNÇÃO PAULINO MÁRIO, Herminia, Mme, Juriste, Entreprise Sonangol, Conseillère technique, CCIA.

## Délégué des travailleurs

DA CONCEIÇÃO PEDRO GARCIA, Ana, Mme, Secrétaire générale, Centrale générale des syndicats libres de l'Angola (CGSILA).

### *Conseiller technique et délégué suppléant*

CARVALHO FRANCISCO, Maria Fernanda, Mme, Secrétaire, Relations internationales, Union nationale des Travailleurs de l'Angola - Confédération syndicale (UNTA - CS).

### *Conseillers techniques*

PEDRO GASPAR, Francisco Jacinto, M., Secrétaire, Relations juridico-laborieuses, CGSILA.

SOUSA GARCIA, M., Comité national, CGSILA.

## Arabie saoudite Saudi Arabia Arabia Saudita

### *Minister attending the Conference*

ALGOSAIBI, Ghazi A., Mr., Minister of Labour.

### **Government Delegates**

ATTAR, Abdulwahab, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
ALBWARDY, Abdulrahman S., Mr., Assistant Deputy Minister for Manpower, Ministry of Labour.

### *Advisers and substitute delegates*

AL-BAWARDI, Abdel Rahman Saad, Mr., Deputy Minister of Labour for Manpower.  
ALYAHYA, Yahya N., Mr., Director-General, International Organizations.  
AL-SAYEGH, Khaled Bin Ahmed, Mr., Office of the Ministry of Labour, Jeddah.

### *Advisers*

ALASMI, Hazza Hammas S., Mr., Director-General, Minister's Office.  
AL-AGAIL, Mohammed, Mr., Counselor, Permanent Mission, Geneva.  
ALGHORRI, Ahmed H., Mr., Legal Adviser, International Organizations.  
ALYAMI, Abdullah Mohammed A., Mr., Specialist, Planning & Development Deputy Ministry.

### **Employers' Delegate**

DAHLAN, Addullah Sadiq, Mr., Businessman; Member, Governing Body of the ILO.

### *Advisers and substitute delegates*

ALHUMAIDAN, Saleh A., Mr., Director-General, Dar Alyaum Press & Publication; Member, Chamber of Commerce, Eastern Region.  
ALSMAIL, Ahmed H., Mr., Director-General, Planning & Development Dept., Saudi Council of Chambers of Commerce & Industry.

### **Workers' Delegate**

RADHWAN, Nedhal M. Rashied, Mr., Chairman, Workers' Committee, Saudi Telecom.

### *Advisers and substitute delegates*

ALZAID, Wafa Homoud., Mr., Member of Workers' Committee, Saudi Aramco.  
ALBAADI, Abdulla Mohammed A., Mr., Adviser, Workers' Committee, Saudi Aramco.  
AL-ROWAITIE, Abdullah S., Mr., Adviser, Workers' Committee, Saudi Telecom.

## Argentine Argentina Argentina

### *Ministro asistente a la Conferencia*

TOMADA, Carlos Alfonso, Sr., Ministro de Trabajo, Empleo y Seguridad Social.

### *Personas que acompañan al Ministro*

GONDA, Alejandro, Sr., Funcionario, Ministerio de Trabajo, Empleo y Seguridad Social.  
GUIDI, Mónica, Sra., Funcionaria, Ministerio de Trabajo, Empleo y Seguridad Social.  
ARES, María, Srta., Asesora del Ministro.  
NEGRO, Alejandro, Sr., Director de Ceremonial, Ministerio de Trabajo, Empleo y Seguridad Social.

### **Delegados gubernamentales**

RIAL, Noemí, Sra., Secretaria de Trabajo, Ministerio de Trabajo, Empleo y Seguridad Social.  
DUMONT, Alberto Juan, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

### *Consejeros técnicos*

ROSALES, Julio Guillermo, Sr., Director de Asuntos Internacionales, Ministerio de Trabajo, Empleo y Seguridad Social.  
VALIÑO, Antonio, Sr., Asesor del Ministro, Ministerio de Trabajo, Empleo y Seguridad Social.  
MOLINA, Carlos, Sr., Asesor del Ministro, Ministerio de Trabajo, Empleo y Seguridad Social.  
VERON, Héctor, Sr., Superintendente de Riesgos del Trabajo, Ministerio de Trabajo, Empleo y Seguridad Social.  
VARELA, Eduardo, Sr., Asesor del Ministro, Ministerio de Trabajo, Empleo y Seguridad Social.  
CORRADETTI, Susana, Sra., Asesora del Ministro, Ministerio de Trabajo y Seguridad Social.  
CELAYA ALVAREZ, Darío, Sr., Consejero, Misión Permanente, Ginebra.

### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

MOUILLERON, Roberto Mario, Sr., Presidente, Consejo Federal del Trabajo (CFT)  
KINDZERSKY, Oscar Alberto, Sr., Presidente, Comisión de Policía del Trabajo, CFT.  
SEGUEL, José Ernesto, Sr., Subsecretario de Trabajo, Pcia de Neuquén (CFT).

### *Otras personas que asisten a la Conferencia*

MORALES, Gerardo, Sr., Senador Nacional.  
LATORRE, Roxana, Sra., Senadora Nacional.  
GALLEGO, Silvia, Sra., Senadora Nacional.  
RIOS, Fabián, Sr., Senador Nacional.  
MARTINEZ, Alfredo, Sr., Senador Nacional.  
VIGO, Elida, Sra., Senadora Nacional.  
FADEL, Patricia, Sra., Diputada Nacional.  
GODOY, Ruperto, Sr., Diputado Nacional.  
RECALDE, Héctor, Sr., Diputado Nacional.

MACHIAROLI, Carlos, Sr., Senador Nacional.

### **Delegado de los empleadores**

MENDEZ, Héctor Augusto, Sr., Presidente, Unión Industrial Argentina (U.I.A.).

#### *Consejero técnico y delegado suplente*

FUNES DE RIOJA, Daniel, Sr., Presidente, Departamento de Política Social, U.I.A.; Vicepresidente, Organización Internacional de Empleadores; Miembro, Consejo de Administración de la OIT.

#### *Consejeros técnicos*

ALDAO ZAPIOLA, Carlos, Sr., Departamento de Política Social, U.I.A.

ETALA, Juan José, Sr., Vicepresidente, Departamento de Política Social, U.I.A.

GUERRIERI, Abel, Sr., Sociedad Rural Argentina.

MANTILLA, Enrique, Sr., Departamento de Política Social, U.I.A.

MELIAN, Carlos, Sr., Asociación de Bancos Privados de Capital Argentino (A.D.E.B.A).

SCHAER, Juan José, Sr., Cámara Argentina de Comercio (C.A.C.).

SPAGHI, Patricio, Sr., Departamento de Política Social, U.I.A.

#### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

RODRIGUEZ MARENGO, Ricardo, Sr., Presidente, Unión de Aseguradoras de Riesgos de Trabajo (UART).

AIMARETTI, Jorge Luis Esteban, Sr., Vicepresidente, UART.

MARÍN RODRÍGUEZ, Carlos Gustavo, Sr., Asesor Letrado, UART.

BETTIOL, Mara Ivana, Sra., Gerente General, UART.

### **Delegado de los trabajadores**

MARTÍNEZ, Gerardo Alberto, Sr., Secretario de Relaciones Internacionales, Confederación General del Trabajo (CGT).

#### *Consejero técnico y delegado suplente*

RODRÍGUEZ, Andrés, Sr., Secretario de Relaciones Institucionales, Confederación General del Trabajo (CGT).

#### *Consejeros técnicos*

WASIEJKO, Pedro, Sr., Secretario de Relaciones Internacionales, Central de Trabajadores Argentinos (CTA).

ZANOLA, Juan José, Sr., Secretario de Acción Social, CGT.

PIUMATO, Julio, Sr., Secretario de Derechos Humanos, CGT.

FRUTOS, Abel, Sr., Secretario de Salud Laboral y Medio Ambiente, CGT.

RIGANE, José, Sr., Secretario de Interior, CTA.

MENÉNDEZ, Noemí Isabel, Sra., Secretaria de Igualdad de Oportunidades y Género, CGT.

SCHMID, Juan Carlos, Sr., Secretario de Políticas y Empleo, CGT.

#### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

SUÁREZ, Omar Enrique, Sr., 1° Vocal del Consejo Directivo, CGT.

VENTURINI, Enrique, Sr., Secretaría de Relaciones Internacionales, CGT.

PUJADAS, Marta, Sra., Secretaría de Relaciones Internacionales, CGT.

TOPET, Pablo, Sr., Asesor, CGT.

#### *Otras personas que asisten a la Conferencia*

MEGUIRA, Horacio, Sr., Departamento Jurídico, CTA.

TOMASONNE, Alberto, Sr., Asesor, Federación de Empleados del Comercio, CGT.

MELE, Luisa, Sra., Asesora, CGT y UATRE.

MICHELI, Pablo, Sr., Secretario General, Asociación de Trabajadores del Estado ATE-CTA.

MOREYRA, Juan, Sr., Sindicato de Obreros Ceramistas (CGT).

BASTEIRO, Ariel, Sr., Secretario de Actas, CTA.

PERES, Edgardo, Sr., Secretario de Relaciones Laborales, Asociación del Personal Jerárquico del Agua y la Energía (APJAE).

MACUA, Rubén, Sr., Seccional Comahue, APJAE.

MICHELENA, Mario, Sr., Comisión Directiva Central, APJAE.

CASIELLES, Miguel, Sr., Seccional Tierra del Fuego, APJAE.

MURGOS, Pablo, Sr., Sindicato de Obreros del Caucho - CGT.

## **Arménie    Armenia    Armenia**

### **Government Delegates**

MINASYAN, Artsvik, Mr., Deputy Minister of Labour and Social Issues.

MNATSAKANI, Zohrab, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

APITONIAN, Artak, Mr., Counsellor, Permanent Mission, Geneva,

SAHAKYAN, Tigran, Mr., Head, International Relations Department, Ministry of Labour and Social Issues.

SIMONYAN, Hasmik, Ms., Attaché, Permanent Mission, Geneva.

### **Workers' Delegate**

HOVHANNISYAN, Hrach, Mr., First Deputy President, Trade Unions Confederation.



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**Australie    Australia    Australia**

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*Minister attending the Conference*

ANDREWS, Kevin, Mr., Minister for Employment and Workplace Relations.

*Persons accompanying the Minister*

KING, Daniel, Mr., Senior Adviser to the Minister.  
PRATT, Finn, Mr., Deputy Secretary, Workplace Relations, Department of Employment and Workplace Relations.

**Government Delegates**

LIPP, Linda, Ms., Executive Director, International Relations Branch, Department of Employment and Workplace Relations.  
EVANS, Scott, Mr., Director, International Relations Section, International Relations Branch, Department of Employment and Workplace Relations.

*Advisers and substitute delegates*

SAWERS, Mark, Mr., First Secretary, Permanent Mission, Geneva.  
MILLAR, Caroline, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers*

STEELE, Mairi, Ms., Director, Strategic Policy Branch, Workplace Relations Policy Group, Department of Employment and Workplace Relations.  
MCDONOUGH, Louise, Ms., Employment Counsellor, Australian Delegation to the Organisation for Economic Cooperation and Development.  
SMYTHE, James, Mr., Group Manager, Workplace Relations Legal Group, Department of Employment and Workplace Relations.  
HOLLIDAY, Catherine, Ms., Executive Assistant, Permanent Mission, Geneva.

**Employers' Delegate**

ANDERSON, Peter, Mr., Director, Workplace Policy, Australian Chamber of Commerce and Industry (ACCI).

*Adviser and substitute delegate*

BARKLAMB, Scott, Mr., Advisor, ACCI.

*Other persons attending the Conference*

PHILLIPS, Ken, Mr., Executive Director, Independent Contractors of Australia.  
DAY, Bob, Mr., National President, Housing Industry Association of Australia.  
HERBERT, Ray, Mr., Executive Director, Master Plumbers' and Mechanical Services Association of Australia.

**Workers' Delegate**

BURROW, Sharan, Ms., President, Australian Council of Trade Unions.

*Adviser and substitute delegate*

TATE, Alison, Ms., International Officer, Australian Council of Trade Unions.

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**Autriche    Austria    Austria**

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*Minister attending the Conference*

BARTENSTEIN, Martin, Mr., Federal Minister of Economics and Labour.

*Persons accompanying the Minister*

EICHTINGER, Martin, Mr., Chief of the Minister's Cabinet.  
STEYRER, Christian, Mr., Cabinet of the Minister.  
NEMEC, Ingrid, Ms., Press Secretary of the Minister.  
FÜRST, Holger, Mr., Cabinet of the Minister.  
REICH-ROHRWIG, Maria, Ms., Deputy Permanent Representative to the WTO.  
PROCHAZKA, Robert, Mr., Permanent Mission, Geneva.

**Government Delegates**

SZYMANSKI, Elisabeth, Ms., Director General for Labour Law and Labour Inspection, Federal Ministry of Economics and Labour.  
PIFFL-PAVELEC, Susanne, Ms., Director, Division for European Labour Law and International Social Policy, Federal Ministry of Economics and Labour.

*Advisers and substitute delegates*

PETRITSCH, Wolfgang, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
DEMBSHER, Iris, Ms., Head of International Social Policy Unit, Federal Ministry of Economics and Labour.  
LASSMANN, Christian, Mr., Deputy Director of Social Policy Division, Federal Ministry of Foreign Affairs.  
FEHRINGER, Eva, Ms., Deputy Director of Division for European Labour Law and International Social Policy; Federal Ministry of Economics and Labour.  
WOJDA, Alexander, Mr., First Secretary, Permanent Mission, Geneva.

*Advisers*

ZWERENZ, Georg, Mr., International Social Policy Unit, Federal Ministry of Economics and Labour.  
ERCHER, Gerda, Ms., Unit for Employment Contract Law, Federal Ministry of Economics and Labour.  
SALOMON, Charlotte, Ms., Division for International Occupational Safety and Health, Federal Ministry of Economics and Labour.  
HÄCKEL-BUCHER, Martina, Ms., Division for International Safety and Health, Federal Ministry of Economics and Labour.

MARX, Alexandra, Ms., Division for Legal Affairs  
Concerning Occupational Safety and Health, Federal  
Ministry of Economics and Labour.  
MAYER, Katharina, Ms., Permanent Mission, Geneva.  
WESTERMAYER, Birgit, Ms., Permanent Mission,  
Geneva.

### **Employers' Delegate**

TOMEK, Peter, Mr., Federation of the Austrian Industry;  
Substitute Member, Governing Body of the ILO.

#### *Advisers and substitute delegates*

BRAUNER, Heinrich, Mr., Chief, Social Insurance and  
Worker's Protection Division, Federation of the  
Austrian Industry.  
OBERHOFER, Barbara, Ms., Social Policy and Health  
Division, Economic Chamber Austria.

### **Workers' Delegate**

HUNDSTORFER, Rudolf, Mr., President, Austrian  
Confederation of Trade Unions.

#### *Advisers and substitute delegates*

KLEIN, Karl, Mr., Vice-President, Austrian Confederation  
of Trade Unions.  
BÖGNER, Johanna, Ms., Austrian Confederation of Trade  
Unions.

#### *Advisers*

GREIF, Wolfgang, Mr., Trade Union of Private Sector  
Employees.  
BEI, Neda, Ms., Social Affairs Management, Chamber of  
Labour, Vienna.

## **Azerbaijan Azerbaijan Azərbaycan**

#### *Minister attending the Conference*

ALAKBAROV, Fizuli, Mr., Minister of Labour and Social  
Protection of Population.

#### *Person accompanying the Minister*

ILYASOV, Khalig, Mr., Personal Secretary, Interpreter.

### **Government Delegates**

AMIRBAYOV, Elchin, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
MAMMADOV, Vahab, Mr., Head, Employment Policy  
and Demography Department, Ministry of Labour and  
Social Protection of Population.

#### *Advisers*

BABAYEVA, Tatyana, Mrs., Head, Labour Policy  
Department, Ministry of Labour and Social Protection  
of Population.

GADIROV, Elchin, Mr., Deputy Head, Organization of  
Medical-Social Expertise and Rehabilitation of  
Disables, Ministry of Labour and Social Protection of  
Population.

MAMMADOVA, Gulshan, Ms., Senior Consultant,  
Employment Policy and Demography Department,  
Ministry of Labour and Social Protection of Population.  
TALIBOV, Mammad, Mr., Third Secretary, Permanent  
Mission, Geneva.

### **Employers' Delegate**

MAMMADOV, Alakbar, Mr., President, National  
Confederation of Entrepreneurs (Employers)  
Organizations of the Republic of Azerbaijan.

#### *Advisers*

MAMMADOV, Mammad, Mr., President, "Azersighorta"  
Company.  
NURIYEV, Ilgar, Mr., Director, "Megaplus" Company.  
GULIYEV, Vilayat, Mr., Deputy Director, "Megaplus"  
Company.  
TAHIROV, Nazim, Mr., Director, "Bilajari tamir"  
Company.  
NASIBOV, Vugar, Mr., Director, "N-Azer" Company.  
IBRAHIMOV, Rufat, Mr., Director, "EXPO-Trading"  
Company.

#### *Persons appointed in accordance with Article 2, paragraph 3(i)*

ASGAROV, Aliyar, Mr., Director, "Medlayt" Company.  
BUTAYEV, Hikmat, Mr., Director, "HB" Company.  
AHADOV, Aghamirza, Mr., Director, "Karvan MMC"  
Company.  
MAMMADOV, Rahib, Mr., Director, "Fayton MMC"  
Company.

### **Workers' Delegate**

ALIYEV, Ilyas, Mr., First Deputy Chairman, Azerbaijan  
Trade Unions Confederation.

#### *Advisers*

ALIYEV, Etibar, Mr., Deputy Chairman, Motor Transport  
and Road Facilities Worker's Independent Republican  
Committee of Trade Unions.  
ALIYEVA, Esmira, Mrs., Specialist, "Khidmet-Ish" Trade  
Unions Federation.  
DJAVADOV, Fuad, Mr., Director, "Bakoyl" Company.  
IBRAHIMOVA, Mehriban, Mrs., Deputy Director,  
"EXPO-Trading" Company.  
HASANOV, Abdulrahim, Mr., Director, International  
Relations Branch, "Megaplus" Company.  
MAMMADOVA, Gandab, Mrs., Chief, Marketing branch,  
"Azersighorta" Company.

#### *Person appointed in accordance with Article 2, paragraph 3(i)*

RAMAZANOV, Mushvig, Mr., Director, "Izopol"  
Company.

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## Bahamas

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### *Minister attending the Conference*

GIBSON, D. Shane, Mr., Minister of Immigration, Labour and Training.

### **Government Delegates**

BROWN, Harcourt V., Mr., Director of Labour.  
GODET, Dorothy, Ms., Assistant Director of Labour.

### *Adviser and substitute delegate*

ALBURY, Althea, Ms., Assistant Director of Labour.

### **Employers' Delegate**

PETTY, Pauline S., Mrs., Bahamas Employers' Confederation.

### **Workers' Delegate**

PINDER, John, Mr., Bahamas Public Services Union.

### *Advisers*

GREENE, Stephano, Mr.  
BASTIAN, Mario, Mr.  
MARCHE, Katrina, Ms.  
SANDS, Jermaine, Mr.

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## Bahreïn Bahrain Bahrein

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### *Minister attending the Conference*

AL ALAWI, Majeed Bin Muhsen, Mr., Minister of Labour.

### *Persons accompanying the Minister*

ABDULLA, Abdulla Abdullatif, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
AL DOSERI, Subah Salem, Mr., Director, Public and International Relations.

### **Government Delegates**

AL-KHALIFA, Abdulrahman Bin Abdoulla, Mr., Undersecretary.  
HUMAIDAN, Jameel, Mr., Assistant Undersecretary for Labour Affairs.

### *Advisers*

AMIN MOHAMED, Farooq, Mr., Head, International Relations Section.  
AL BANNA, Nedhal, Mr., Head, Occupational Safety Section.  
AL RAWAHI, Ebtisam, Ms., Head, Legal Affairs Section.  
EBRAHIM, Ahmed, Mr., Head, Workers' Organizations Section.

SHAHEEN, Yasser, Mr., First Secretary, Permanent Mission, Geneva.

RAJAB, Ammar, Mr., Third Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

SHRIF, Othman Mohamed, Mr., Board Member, Bahrain Chamber of Commerce and Industry.

### *Advisers*

ALALI, Adel Hassan, Mr., Board Member, Bahrain Chamber of Commerce and Industry.  
AL KHOOR, Mondher, Mr., Bahrain Chamber of Commerce and Industry.

### **Workers' Delegate**

ABDUL HUSSAIN, Abdul Ghaffar, Mr., General Secretary, General Federation of Bahrain Trade Unions.

### *Advisers*

KHALIL, Jaffar, Mr., General Federation of Bahrain Trade Unions.  
ATEEQ, Jamal, Mr., General Federation of Bahrain Trade Unions.  
HUSSAIN, Abdulla Mohamed, Mr., Deputy General Secretary, General Federation of Bahrain Trade Unions.

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## Bangladesh

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### *Minister attending the Conference*

AMAN, Amanullah, Mr., Minister of Labour and Employment.

### **Government Delegates**

ALI, Toufiq, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
SALEH AHMED, A.S.M., Mr., Private Secretary to the State Minister, Ministry of Labour and Employment.

### *Advisers*

ZAMAN, Mahbub-uz, Mr., Minister, Permanent Mission, Geneva.  
AHMED, Nayem U., Mr., Second Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

MANZUR ELAHI, Syed, Mr., President, Bangladesh Employers' Federation.

### *Adviser and substitute delegate*

AHMED, Farooq, Mr., Secretary, Bangladesh Employers' Federation.

### **Workers' Delegate**

HASAN, Md. Zafrul, Mr., General Secretary, Bangladesh Jatiyatabadi Sramik Dal.

## **Barbade Barbados Barbados**

### *Minister attending the Conference*

EASTMOND, Rawle C., Mr., Minister of Labour and Civil Service.

### *Person accompanying the Minister*

CLARKE, Trevor, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### **Government Delegates**

SIMMONS, Carston, Mr., Permanent Secretary, Minister of Labour and Civil Service.

BURNETT, Vincent, Mr., Deputy Chief Labour Officer, Labour Department.

### *Advisers*

MCCONNEY, Kay, Ms., Deputy Permanent Representative, Permanent Mission, Geneva.

BABB-SCHAEFFER, Corlita, Mrs., Counsellor, Permanent Mission, Geneva.

WILSON, Matthew, Mr., First Secretary, Permanent Mission, Geneva.

BURKE, Natalie, Ms., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

HUSBANDS, Harcourt, Mr., Barbados Employers' Confederation.

### *Advisers*

SOBERS, Hensley, Mr., Barbados Employers' Confederation.

HUSBANDS, Maxine, Mrs., Barbados Employers' Confederation.

### **Workers' Delegate**

TROTMAN, Roy, Mr., Barbados Workers' Union.

### *Adviser*

HUNTE, Julian, Mr., Barbados Workers' Union.

## **Belarus**

### **Government Delegates**

KOLOS, Elena, Mrs., First Deputy Minister of Labour and Social Protection.

ALEINIK, Sergei, Mr., Permanent Representative, Permanent Mission, Geneva.

### *Adviser and substitute delegate*

STAROVOYTOV, Igor, Mr., Director, External Relations and Partnership Policy Department, Ministry of Labour and Social Protection.

### *Advisers*

SAVINYKH, Andrey, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

MOLCHAN, Andrey, Mr., Counsellor, Permanent Mission, Geneva.

RUMAK, Alexander, Mr., Deputy Director, Financial Relations Branch, Principle Economic Department, Prime Minister's Office.

### **Employers' Delegate**

STRELTSOV, Nickolai, Mr., Chairman, Belarusian Confederation of Industrialists and Entrepreneurs.

### *Adviser and substitute delegate*

BOROVOY, Nikolay, Mr., Vice-Chairman, Belarusian Confederation of Industrialists and Entrepreneurs; Chairman, Association of the International Motor Vehicle Carriers "BAPAM".

### *Advisers*

SEVRUKEVICH, Vitaliy, Mr., Deputy General Director, Belarusian Confederation of Industrialists and Entrepreneurs.

TARASEVICH, Zhanna, Ms., Executive Director, Business Union of Entrepreneurs and Employers.

### **Workers' Delegate**

KOZIK, Leonid, Mr., Chairman, Trade Unions' Federation of Belarus.

### *Adviser and substitute delegate*

BELANOVSKY, Nikolay, Mr., Chairman, Association of Trade Unions of Minsk City.

### *Advisers*

GALYNIA, Anton, Mr., Senior Specialist, International Activities Department, Trade Unions' Federation of Belarus.

ZAROVKIN, Igor, Mr., Senior Specialist, Chairman's Secretariat, Trade Unions' Federation of Belarus.

KOZIK, Andrey, Mr., Dean, Department of Law, International Institute for Labour and Social Relations.

KOTOVA, Svetlana, Mrs., Senior Specialist, Legal Advice Office, General Legal Department, Trade Unions' Federation of Belarus.

KOULINKOVITCH, Natalia, Mrs., Senior Specialist, Chairman's Secretariat, Trade Unions' Federation of Belarus.

LUKYANOVICH, Andrey, Mr., Chairman, Central Committee of Belarusian Trade Union of Education and Science Workers.

*Ministre assistant   la Conf rence*

VANVELTHOVEN, Peter, M., Ministre de l'Emploi.

*Personnes accompagnant le Ministre*

OUZIEL, Jacques, M., Conseiller   la Cellule strat gique du Ministre de l'Emploi.

WINDEY, Pol, M., Pr sident, Conseil national du Travail.

MAETER, Pierre-Paul, M., Secr taire, Conseil national du Travail.

COX, Guy, M., Directeur g n ral, Direction g n rale des Relations collectives de Travail.

**D l gu s gouvernementaux**

VERBOVEN, Xavier, M.

VANDAMME, Fran ois, M., Conseiller g n ral, Chef, Division des Affaires internationales, Service public f d ral Emploi, Travail et Concertation sociale.

*Conseiller technique et d l gu  suppl ant*

ROUX, Fran ois, M., Ambassadeur, Repr sentant permanent, Mission permanente, Gen ve.

*Conseillers techniques*

DE GOLLS, Michel, M., Directeur g n ral, Direction g n rale Relations individuelles du Travail, Service public f d ral Emploi, Travail et Concertation sociale.

STEEN, Dirk, M., Conseiller g n ral, Direction g n rale Humanisation du travail, Service public f d ral Emploi, Travail et Concertation sociale.

VAN DAMME, Jackie, M., Conseiller g n ral, Division des Etudes juridiques, de la Documentation et du Contentieux du Service public f d ral Emploi, Travail et Concertation sociale.

CLOESEN, Joseph, M., Conseiller, Division des Affaires internationales, Service public f d ral Emploi, Travail et Concertation sociale.

DE PRETER, Jan, M., Premier Conseiller, Mission permanente, Gen ve.

DELIE, Antoon, M., Conseiller de la Coop ration internationale, Mission permanente, Gen ve.

ANGELET, Damien, M., Premier Secr taire d'Ambassade, Service public f d ral Affaires  trang res, Commerce ext rieur et Coop ration au D veloppement.

SCHOOFS, Ria, Mme, Attach e, Direction des Relations multilat rales, Service public f d ral Emploi, Travail et Concertation sociale.

EVEN, Laure, Mme, Attach e, Direction des Relations multilat rales, Service public f d ral Emploi, Travail et Concertation sociale.

NAJJAR, Hassan, M., Attach , Direction de la Coop ration sociale bilat rale, Service public f d ral Emploi, Travail et Concertation sociale.

KEPPENS, Sonia, Mme, Attach e, Direction g n rale, Coop ration au d veloppement, Service public f d ral Affaires  trang res, Commerce ext rieur et Coop ration au d veloppement.

MAENAUT, David, M., D l gu  du Gouvernement flamand aupr s des Organisations multilat rales, Gen ve.

VAN PEER, Ria, Mme, Charg e de mission, "Sociaal Economische Raad van Vlaanderen".

TIMMERMANS, Marie-Henriette, Mme, D l gu e de la Communaut  fran aise de Belgique et de la R gion wallonne, Gen ve.

BUELENS, Theo, M., Expert administratif, Direction des Relations multilat rales, Service public f d ral Emploi, Travail et Concertation sociale.

**D l gu  des employeurs**

VAN DAMME, Ivo, M., Directeur, D partement social, F d ration des entreprises de Belgique.

*Conseiller technique et d l gu  suppl ant*

DA COSTA, Jacques, M., Directeur honoraire, F d ration p troli re belge.

*Conseillers techniques*

STORM, Marie-Louise, Mme, Conseiller social international, Agoria.

DE MEESTER, Kris, M., Directeur, F d ration des entreprises de Belgique.

DE JONGHE, Monica, Mme, Conseiller, F d ration des entreprises de Belgique.

**D l gu  des travailleurs**

CORTEBEECK, Luc, M., Pr sident, Conf d ration des syndicats chr tiens.

*Conseiller technique et d l gu  suppl ant*

GEYBELS, Ren , M., Conseiller, F d ration g n rale du travail de Belgique.

*Conseillers techniques*

HAAZE, Guy, M., Pr sident, Centrale g n rale des syndicats lib raux de Belgique.

MELKMANS, Bruno, M., Collaborateur strat gique, Service d' tudes, F d ration g n rale du travail de Belgique.

LEEMANS, Marc, M., Secr taire national, Conf d ration des syndicats chr tiens.

DUROI, Hilde, Mme, Attach e, Service d' tudes, F d ration g n rale du travail de Belgique.

DEBRULLE, Andr e, Mme, Conseiller, Service d' tudes, Conf d ration des syndicats chr tiens.

MACOURS, Jean-Fran ois, M., Attach , Service d' tudes, F d ration g n rale du travail de Belgique.

HABIMANA, Fabien, M., Collaborateur, Solidarit  Mondiale - Conf d ration des syndicats chr tiens.

*Personnes d sign es en conformit  avec l'article 2, alin a 3 i)*

VAN DURME, Patrick, M., Collaborateur, Solidarit  Mondiale - Conf d ration des syndicats chr tiens

DEREYMAEKER, Jan, M., Chef, Service des Relations internationales, Conf d ration des syndicats chr tiens.

GRUSELIN, Paul, M., Coordinateur, Service des Relations internationales, Fédération générale du travail de Belgique.

DESWERT, Gilbert, M., Chef, Service d'études, Confédération des syndicats chrétiens.

#### *Autres personnes assistant à la Conférence*

MICHOT, Thibaut, M., Coordinateur adjoint, Service des Relations internationales, Fédération générale du travail de Belgique.

DEMOOR, Ann, Mme, Conseillère, Service d'études, Confédération des syndicats chrétiens.

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## **Belize Belize Belize**

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### **Government Delegates**

HUNT, Alicia, Ms., Chargée d'affaires, Permanent Mission, Geneva.

TAMASKO, Maté, Mr., Permanent Mission, Geneva.

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## **Benin**

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#### *Ministre assistant à la Conférence*

TIANDO, Emmanuel, M., Ministre du Travail et de la Fonction publique.

#### *Personnes accompagnant le Ministre*

AMEHOU, Samuel, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

ADJANOHOON, Rosemonde, Mme, Attachée, Mission permanente, Genève.

### **Délégués gouvernementaux**

ONI, Jules, M., Directeur général du Travail.

GAZARD, Gertrude, Mme, Directrice des Normes du Travail.

#### *Conseiller technique et délégué suppléant*

TOSSAVI, Jean, M., Secrétaire exécutif, Fonds de développement de la Formation professionnelle continue et de l'Apprentissage.

#### *Conseillers techniques*

AKIBOU, Naïm, M., Mission permanente, Genève.

ZINKPE, Grégoire, M., Conseiller technique au Travail, Ministère du Travail et de la Fonction publique.

HOUESSOU, René, M., Directeur général adjoint, Caisse nationale de Sécurité sociale (CNSS).

KEMOKO, Alassane, M., Directeur technique, CNSS.

AHISSOU, Bernard, M., Directeur des Relations professionnelles et de la Sécurité sociale.

ACHIMI, Abdou Razack, M., Administrateur civil, Secrétariat général du Gouvernement.

AGOUA, Eusèbe, M., Directeur de la Formation et de la Promotion de l'Emploi.

### **Délégué des employeurs**

GLELE, Lucien, M., Président, Conseil national du Patronat du Bénin (CNP-BENIN).

#### *Conseiller technique et délégué suppléant*

ZANOU, Pierre, M., Directeur exécutif, CNP-BENIN.

#### *Conseiller technique*

AKPADO, Léonie, M., CNP-BENIN.

### **Délégué des travailleurs**

ATTIGBE, Guillaume, M., Secrétaire général, Confédération des Syndicats autonomes du Bénin.

#### *Conseiller technique et délégué suppléant*

AZOUA, Gaston, M., Secrétaire général, Confédération syndicale des Travailleurs du Bénin (CSTB).

#### *Conseillers techniques*

TODJINO, Pascal, M., Secrétaire général, Confédération générale des Travailleurs du Bénin (CGTB).

GLELE KAKAÏ, Georges, M., Secrétaire général, Confédération des Organisations syndicales des Travailleurs du Bénin.

ZOUNON, Emmanuel, M., Secrétaire général, Union nationale des Syndicats des Travailleurs du Bénin (UNSTB).

HONSINO, Gratien, M., Secrétaire général, Centrale des Syndicats des secteurs privé et informel du Bénin (CSPIB).

AGOSSOU, Jean, M., Secrétaire général, Centrale des Syndicats unis du Bénin (CSUB).

IKO, Paul Essè, M., CSTB.

AZOUA, Maurice, M., CSTB.

#### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

ZINZOGAN, Magloire Constant, M., CSTB.

GABA, Colette, Mme, Membre, Comité national pour la Promotion de la femme travailleuse, UNSTB.

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## **Bolivie Bolivia Bolivia**

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#### *Ministro asistente a la Conferencia*

GÁLVEZ MAMANI, Santiago Alex, Sr., Ministro de Trabajo.

### **Delegados gubernamentales**

POGGI BORDA, Gino, Sr., Encargado de Negocios, a.i., Misión Permanente, Ginebra.

BARRIENTOS ALANIS, Hugo, Sr., Director General de Empleo.

### *Consejero técnico y delegado suplente*

RODRÍGUEZ CAMPOY, Sandra, Srta., Funcionaria,  
Misión Permanente, Ginebra.

### *Consejero técnico*

LAHORE, Anna Cecilia, Sr., Segundo Secretario, Misión  
permanente, Ginebra.

### **Delegado de los empleadores**

ESPAÑA SMITH, Raúl, Sr., Asesor, Confederación de  
Empresarios Privados de Bolivia.

### **Delegado de los trabajadores**

SOLARES QUINTANILLA, Jaime Raúl, Sr.,  
Representante, Central Obrera Boliviana (COB).

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## **Bosnie-Herzégovine Bosnia and Herzegovina Bosnia y Herzegovina**

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### *Minister attending the Conference*

HALILOVIC, Safet, Mr., Minister of Civil Affairs.

### **Government Delegates**

KALMETA, Jadranka, Mrs., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
HORVAT, Zlatko, Mr., Secretary, Ministry of Civil  
Affairs.

### *Advisers and substitute delegates*

DIZDAREVIC, Damir, Mr., Assistant to the Minister,  
Ministry of Civil Affairs.  
ANDJELIC, Dragana, Mrs., Counsellor, Permanent  
Mission, Geneva.

### *Adviser*

DURIC, Aida, Mrs., Counsellor and Minister's Interpreter,  
Ministry of Civil Affairs.

### **Employers' Delegate**

BAKSIC, Alija Remzo, Mr., President, Employer's  
Association Governing Body.

### **Workers' Delegate**

BIBER, Edhem, Mr., Confederation of the Independent  
Trade Unions.

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## **Botswana**

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### *Minister attending the Conference*

PHETO, Moeng, Mr., Minister of Labour and Home  
Affairs.

### **Government Delegates**

PALAI, Mothusi B.R., Mr., Permanent Secretary, Ministry  
of Labour and Home Affairs.  
SEEMULE, Sissy V., Ms., Principal Industrial Relations  
Officer.

### *Advisers*

BAKWENA, Thekegelo, Mr., Chief Safety and Health  
Officer.  
MOKGOTHU, Boometswe, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
LEKUNI, Tinar, Mr., Minister Counsellor, Deputy  
Permanent Representative, Permanent Mission,  
Geneva.  
MATLHO, Mercy S., Ms., Counsellor.  
MOGOTSI, Tshepo, Mr., First Secretary.  
SEKAPE, Oakantse, Ms., First Secretary.  
LEGWAILA, E.W.M.J., Mr., Judge President, Industrial  
Court.

### **Employers' Delegate**

KETLAALEKA, Lefeletse, Mr., Regional Manager,  
Botswana Confederation of Commerce, Industry and  
Manpower.

### *Adviser*

VAKA, Richard, Mr., Employee Relations Manager,  
Debswana.

### **Workers' Delegate**

MAKHALE, Henry Teboho, Mr., Secretary General,  
Botswana Federation of Trade Unions.

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## **Brésil Brazil Brasil**

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### *Ministro asistente a la Conferencia*

MARINHO, Luiz, Sr., Ministro del Trabajo y Empleo.

### *Personas que acompañan al Ministro*

HUGUENEY FILHO, Clodoaldo, Sr., Representante  
Permanente, Misión Permanente, Ginebra.  
DA ROCHA PARANHOS, Carlos Antonio, Sr.,  
Representante Permanente, Misión Permanente,  
Ginebra.  
MARTINES BARGAS, Osvaldo, Sr., Jefe, Gabinete del  
Ministro del Trabajo y Empleo.

## Delegados gubernamentales

FREITAS, Nilton, Sr., Asesor Especial del Ministro, Ministerio del Trabajo y Empleo.  
PAIXÃO PARDO, Sergio, Sr., Coordinador, Asuntos Internacionales, Asesoría Internacional, Ministerio del Trabajo y Empleo.

### *Consejeros técnicos y delegados suplentes*

DO NASCIMENTO PEDRO, Antonio Carlos, Sr., Ministro Consejero, Misión Permanente, Ginebra.  
FRANCO DE CARVALHO NETO, Paulino, Sr., Consejero, Misión Permanente, Ginebra.  
JACOB MORGADO, Isabele, Sra., Coordinadora General, Relaciones del Trabajo, Secretaria de Relaciones del Trabajo, Ministerio del Trabajo y Empleo.  
MARINHO COSTA LIMA, Rinaldo, Sr., Director, Departamento de Seguridad y Salud en el Trabajo, Secretaria de Inspección del Trabajo, Ministerio del Trabajo y Empleo.  
PAVAN, Rosiver, Sra., Presidente, Fundación Jorge Duprat Figueiredo de Seguridad y Medicina en el Trabajo (FUNDACENTRO).  
DE CASTRO SALDANHA, Pedro Marcos, Sr., Segundo Secretario, Misión Permanente, Ginebra.  
OLIVEIRA BARRETO, Fernanda, Sra., Gerente, Cooperación Multilateral, ABC.  
DA ROCHA CANUTO, Patricia, Sra., Cooperación Técnica, ABC.  
SANT'ANNA RESENDE, Igor, Sr., Tercero Secretario, Temas Sociales, Ministerio de Relaciones Exteriores.

### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

BENTES CORREIA, Lélío, Sr., Magistrado, Ministro del Superior Tribunal del Trabajo (TST).  
DE SENNA PIRES, Horácio Raymundo, Sr., Magistrado, TST.  
SIMÓN, Sandra Lia, Sra., Procuradora-General del Trabajo, Procuraduría General del Trabajo, Ministerio Público del Trabajo (MPT).  
SANTOS DE MIRANDA, Alessandro, Sr., Procurador del Trabajo; Coordinador Nacional, Defensa del Medio Ambiente del Trabajo, MPT.  
DE LACERDA CARELLI, Rodrigo, Sr., Procurador del Trabajo; Coordinador Nacional, Lucha contra el Fraude en las Relaciones de Trabajo, MPT.  
PEREIRA DE SOUZA, Gilmar, Sr., Gerente, Relaciones Institucionales, Unidad de Recursos Humanos del Petróleo Brasileiro (PETROBRAS).

## Delegado de los empleadores

SABBADINI, Roberto Flavio, Sr., Director, Vicepresidente Administrativo, Confederación Nacional del Comercio (CNC).

### *Consejeros técnicos y delegados suplentes*

LIMA GODOY, Dagoberto, Sr., Vicepresidente, Confederación Nacional de la Industria (CNI); Presidente, Consejo de Relaciones del Trabajo y Desarrollo Social.

ASSIS BENEVIDES GADELHA, Francisco, Sr., Vicepresidente, CNI.  
AMARAL, Carlos Fernando, Sr., Director Vicepresidente, Confederación Nacional del Comercio (CNC).  
ARAUJO SANTANA, Adelmir, Sr., Director Vicepresidente, CNC.  
FATTORI COSTA, Thiers, Sr., Presidente de honor, Confederación Nacional del Transporte (CNT).  
SAISSE LOPES, Simone, Sra., Gerente Ejecutiva, Unidad de Relaciones del Trabajo y Desarrollo Asociativo, CNI.  
RONDON LINHARES, Lúcia, Sra., Consultora, CNI.  
CERQUEIRA COIMBRA DUQUE, Patrícia, Sra., Asesora, Consultoría Sindical de la Presidencia, CNC.

### *Consejeros técnicos*

OLIVEIRA SANTOS, Antônio, Sr., Presidente, CNC.  
SFOGGIA, Ubajara, Sr., Consultor Jurídico, CNT.  
CABREL, José Bernardo, Sr., Consultor Especial, CNC.  
OLIVEIRA RODRÍGUES, Renato, Sr., Consultor Sindical, Presidencia, CNC.

### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

SIUFFO PEREIRA, Luis Gil, Sr., Vicepresidente Financiero, CNC.  
NADAF, Pedro Jamil, Sr., Presidente, Federación del Comercio del Estado del Mato Grosso.  
OLIVEIRA SCHMIDT, Lenoura, Sra., Jefe de Gabinete, Presidencia de la CNC.

## Delegado de los trabajadores

MOTTA, Luiz Carlos, Sr., Secretario, Relaciones Internacionales, Força Sindical (FS).

### *Consejero técnico y delegado suplente*

GOULART, Nair, Sra., Presidente Estadual, FS, Bahía.

### *Consejeros técnicos*

CRIVELLI, Ericson, Sr., Consultor Jurídico, Central Única dos Trabalhadores (CUT).  
FERREIRA DO PRADO, Lourenço, Sr., Secretario, Relaciones Internacionales, Confederação Geral dos Trabalhadores (CGT).  
DE SOUZA, Wagner José, Sr., Director, Relaciones Internacionales, Social Democracia Sindical (SDS).  
DE SOUZA BENEDETTI, Arnaldo, Sr., Primer Director Financiero y de Presupuesto, Central Autónoma dos Trabalhadores (CAT).  
PIMENTAL, Maria Lúcia, Sra., Directora, Relaciones Internacionales, Central Geral dos Trabalhadores do Brasil (CGTB).  
SOARES DA SILVA, Sebastião, Sr., Director, Asuntos Internacionales, Nova Central Sindical de Trabalhadores (NCST).  
THAUMATURGO CORTIZO, Antonio Maria, Sr., Central Geral dos Trabalhadores, CGT.



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## Bulgarie Bulgaria Bulgaria

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### *Minister attending the Conference*

MASLAROVA, Emiliya, Mrs., Minister of Labour and Social Policy.

### **Government Delegates**

DIMITROV, Dimitar, Mr., Deputy-Minister of Labour and Social Policy.

DRAGANOV, Petko, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Adviser and substitute delegate*

TCHOLASHKA, Assia, Mrs., Director, European Integration and International Relations Directorate, Ministry of Labour and Social Policy.

### *Advisers*

GEORGIEVA, Tatyana, Mrs., Head, Cabinet of the Minister of Labour and Social Policy.

LAZAROV, Lazar, Mr., Adviser, Ministry of Labour and Social Policy.

DONEV, Galab, Mr., Director, Working Conditions, Management of Crises and Alternative Service Directorate, Ministry of Labour and Social Policy.

TEHOV, Andrei, Mr., Director, Human Rights and International Humanitarian Organizations Directorate, Ministry of Foreign Affairs.

POPOVA-GUENOVA, Jasmine, Mrs., State Expert, Human Rights and International Humanitarian Organizations Directorate, Ministry of Foreign Affairs.

KAMENOVA, Cveta, Mrs., Director, Economic and Social Policy Directorate, Council of Ministers.

NAYDENOV, Nikolay, Mr., Head, International Organizations Section, Ministry of Labour and Social Policy.

YOTOVA, Milena, Ms., Third Secretary, Permanent Mission, Geneva.

SLAVCHEVA, Elitsa, Ms., Senior Expert, International Organizations Section, European Integration and International Relations Directorate, Ministry of Labour and Social Policy.

### **Employers' Delegate**

DANEV, Bojidar, Mr., President, Bulgarian Industrial Association.

### *Adviser and substitute delegate*

DECHEV, Teodor, Mr., Vice-President, Governing Council, Industrial Initiative Union.

### *Advisers*

TEBEYAN, Dikran, Mr., Vice-President, Bulgarian Industrial Association.

CHUKOV, Boyan, Mr., Secretary of Union, Industrial Initiative Union.

SIMEONOV, Tzvetan, Mr., Vice-President, Bulgarian Chamber of Commerce and Industry.

MILCHEVA, Emiliya, Mrs., Expert, Industrial Initiative Union.

### **Workers' Delegate**

DIMITROV, Plamen, Mr., Vice-President, Confederation of Independent Trade Unions in Bulgaria.

### *Adviser and substitute delegate*

TODOROVA, Adriana, Ms., Legal Expert, Confederation of Labour - Podkrepa.

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## Burkina Faso Burkina Faso Burkina Faso

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### *Ministre assistant à la Conférence*

BOUGOUMA, Jérôme, M., Ministre du Travail et de la Sécurité sociale.

### *Personne accompagnant le Ministre*

BASSOLE, Célestin, M., Chargé de Protocole du Ministre du Travail et de la Sécurité sociale.

### **Délégués gouvernementaux**

SENI, Zouboussé Paul, M., Directeur général du Travail et de la Sécurité sociale.

NEBIE, Moussa, M., Chargé d'affaires a.i., Mission permanente, Genève.

### *Conseillers techniques*

ZAMPALEGRE, Idrissa, M., Directeur général, Caisse nationale de Sécurité sociale.

SOULAMA, Timothée, M., Conseiller technique du Ministre du Travail et de la Sécurité sociale.

SEYNOU, Saïbou, M., Directeur de la Sécurité sociale et des Mutualités.

LEFEBVRE, Colette, Mme, Directrice régionale du Travail et de la Sécurité sociale.

KARFO, Kapouné, M., Directeur général, Office de Santé des Travailleurs.

SAWADOGO, Célestin, M., Inspecteur du Travail et des Lois sociales.

SAWADOGO, Arsène, M., Inspecteur du Travail et des Lois sociales.

ZEBE, Maurice, M., Conseiller technique du Directeur général, Caisse nationale de Sécurité sociale.

PARE, Etienne, M., Conseiller technique du Directeur général, Caisse nationale de Sécurité sociale.

OUBA, Ahadou Albert, M., Représentant, Ministre de la Jeunesse et de l'Emploi.

NITIEMA, Jean Paul, M., Coordinateur, PNAR-TD.

COULDIATI, Innocent, M., Directeur général, Caisse nationale de Sécurité sociale.

BALIMA, Elise, Mme, Attachée d'Ambassade, Mission permanente, Genève.

### **Délégué des employeurs**

NACOULMA, Birahima, M., Premier Vice-président,  
Conseil national du Patronat burkinabè (CNPB).

#### *Conseiller technique*

YAMEOGO, Philomène, Mme, Secrétaire générale,  
CNPB.

### **Délégué des travailleurs**

SAGNON, Tolé, M., Organisations syndicales des  
Travailleurs.

#### *Conseillers techniques*

OUEDRAOGO, Laurent, M., Organisations syndicales des  
Travailleurs.

NAMA, Mamadou, Organisations syndicales des  
Travailleurs.

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## **Burundi**

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### **Délégués gouvernementaux**

NGORWANUBUSA, Juvenal, M., Ministre de la Fonction  
publique, du Travail et de la Sécurité sociale.

NDIKUMWAMI, André, M., Conseiller, Cabinet du  
Ministre, Ministre de la Fonction publique, du Travail  
et de la Sécurité sociale.

#### *Conseillers techniques*

GAHUTU, Zacharie, M., Ambassadeur, Représentant  
permanent, Mission permanente, Genève.

NKUNDWANABAKE, Nestor, M., Premier Conseiller,  
Mission permanente, Genève.

### **Délégué des employeurs**

NZISABIRA, Gaspard, M., Secrétaire général, Association  
des Employeurs du Burundi (AEB).

### **Délégué des travailleurs**

GAHUNGU, Tharcisse, M., Président, Confédération des  
Syndicats du Burundi (COSYBU).

#### *Conseillers techniques*

RUVARI, Mathias, M., Président, CSB.

NDAYISENGA, Onès, M., Partenaire, CSB.

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## **Cambodge    Cambodia                   Camboya**

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### **Government Delegates**

HEANG, Veasna, Mr., Director, International Cooperation  
Department.

KORM, Ribaun, Mr., Deputy Director, International  
Cooperation Department.

#### *Adviser and substitute delegate*

HOU, Vudthy, Mr., Deputy Director-General, General  
Directorate of Labour.

### **Employers' Delegate**

SING, Teh, Mr., Secretary-General, Cambodian Federation  
of Employers and Business Association (CAMFEBA).

### **Workers' Delegate**

VONG, Sovann, Mr., Vice-President, CCTU.

#### *Advisers*

SOM, Aun, Mr., Vice-President, CCTU.

KONG, Uok, Mr., Adviser, CCTU.

KONG, Panha, Mr., Adviser, CCTU.

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## **Cameroun    Cameroon    Camerún**

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#### *Ministre assistant à la Conférence*

NKILI, Robert, M., Ministre du Travail et de la Sécurité  
sociale.

### **Délégués gouvernementaux**

AKOLLA, Ekah, M., Chargé de Mission, Présidence de la  
République.

NGANTCHA, Francis, M., Ministre Conseiller, Mission  
permanente, Genève.

#### *Conseillers techniques*

EBOT AYUK, Charles, M., Conseiller technique, Chef de  
division, Division des Affaires sociales, Services du  
Premier ministre.

MOUTE À BIDAS, Camille, M., Directeur général, Fonds  
national de l'Emploi.

MOTAZE, Louis-Paul, M., Directeur général, Caisse  
nationale de la Prévoyance sociale.

YAPELE, Raymond, M., Directeur, Direction des  
Relations professionnelles, Ministère du Travail et de la  
Sécurité sociale.

KALATI LOBE, Marie Catherine, Mme, Chef de Cellule,  
Cellule de Suivi, Ministère du Travail et de la Sécurité  
sociale.

EDANG OLINGA, Joseph, M., Sous-directeur, Sous-  
direction de la Coopération technique, Direction de la  
Sécurité sociale, Ministère du Travail et de la Sécurité  
sociale.

NJIWAM, Galega A., Mme, Chargée d'études, Assistante,  
Cellule de Suivi, Ministère du Travail et de la Sécurité  
sociale.

### **Délégué des employeurs**

ABEGA, Martin, M., Secrétaire exécutif, Groupement  
interpatronal du Cameroun (GICAM).

## **Délégué des travailleurs**

NTONE DIBOTI, Maximilien, M., Président, CSTC.

### *Conseillers techniques*

BISSALA, Isaac, M., Président, UGTC.  
EKEDI, René Bernard, M., Président, CGT-Liberté.  
SOMBES, Louis, M., Secrétaire exécutif, CSAC.  
ZAMBO AMOUGOU, M., Secrétaire général, CSTC.  
NDENGA DIMALLA, Pierre, M., Secrétaire général,  
UGTC.  
ESSINDI MINKOULOU, Pierre, M., Secrétaire général,  
CGT-Liberté Cameroun.  
MOUSSENI, André Jules, M., Secrétaire général, USLC.  
ATEBA, Jean-Pierre, M., Secrétaire général, CSIC.

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## **Canada**

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### **Government Delegates**

#### **Délégués gouvernementaux**

MCKENNIREY, John, Mr., Assistant Deputy Minister of  
Labour.  
GILES, Anthony, Mr., Director-General, International and  
Intergovernmental Labour Affairs, Human Resources  
and Social Development Canada.

### *Advisers and substitute delegates*

#### *Conseillers techniques et délégués suppléants*

MEYER, Paul, Mr., Alternate Permanent Representative,  
Permanent Mission, Geneva.  
ROBINSON, Debra, Ms., Director, International Labour  
Affairs, Human Resources and Social Development  
Canada.  
OLDHAM, Peter, Mr., Counsellor and Consul, Permanent  
Mission, Geneva.

### *Advisers*

#### *Conseillers techniques*

PELLETIER, Normand, Mr., Directeur général des  
Politiques et de la Construction, Ministère du Travail,  
Gouvernement du Québec.  
VANDER DOELEN, John, Mr., Director, Workplace  
Insurance, Health & Safety Policy Branch, Ministry of  
Labour, Government of Ontario.  
L'HEUREUX, Linda, Ms., Deputy Director, International  
Labour Affairs, Human Resources and Social  
Development Canada.  
LAPORTE, Jean-Pierre, Mr., Directeur régional,  
Opérations régionales Travail - Québec, Ressources  
humaines et Développement social Canada.  
GAÉTAN, Isabelle, Mrs., Analyste principale en matière  
des politiques, Affaires internationales du Travail,  
Ressources humaines et Développement social Canada.  
LÉGER, Irène, Mrs., Analyste principale en matière des  
politiques, Affaires internationales du Travail,  
Ressources humaines et Développement social Canada.

ZHOU, Irene, Ms., Senior Policy Analyst, International  
Labour Affairs, Human Resources and Social  
Development Canada.

BÉDARD, Julie, Mrs., Analyste principale en matière des  
politiques, Affaires internationales du Travail,  
Ressources humaines et Développement social Canada.

### *Representatives of a State or Province*

#### *Représentants d'un Etat ou province*

BACHAND, Patrice, Mr., Conseiller en affaires  
internationales, Ministère des Relations internationales,  
Gouvernement du Québec.  
GIRARD, Danielle, Mrs., Responsable des Organisations  
internationales, Ministère du Travail, Gouvernement du  
Québec.

### *Other person attending the Conference*

#### *Autre personne assistant à la Conférence*

VOSKO, Leah, Ms., Canada Research Chair, School of  
Social Sciences, York University.

### **Employers' Delegate**

#### **Délégué des employeurs**

FINLAY, Andrew J., Mr., Vice-President and Assistant  
General Counsel, Employee Relations & Employment  
Law Group, Scotiabank.

### *Adviser and substitute delegate*

#### *Conseiller technique et délégué suppléant*

REGENBOGEN, Sonia, Ms., Heenan Blaikie, Barristers  
and Solicitors.

### *Advisers*

#### *Conseillers techniques*

LAWSON, Jim, Mr., Past President, Canadian Employers'  
Council.  
COON, Kevin, Mr., International Partner, Baker &  
McKenzie, Barristers and Solicitors.  
CÔTÉ, Normand, Mr., Directeur, Relation des Employés,  
Banque de Montréal.  
GAUTHIER, Pascale, Mrs., Conseillère juridique, Santé et  
sécurité du travail, Conseil du patronat du Québec.  
TANG, Clement, Mr., Director, Corporate Safety, TELUS  
Communications, Inc.

### **Workers' Delegate**

#### **Délégué des travailleurs**

BYERS, Barbara, Ms., Executive Vice-President,  
Canadian Labour Congress.

### *Adviser and substitute delegate*

#### *Conseiller technique et délégué suppléant*

BENEDICT, Stephen, Mr., Director, International  
Department, Canadian Labour Congress.

## Advisers

### Conseillers techniques

VALOIS, Roger, Mr., Vice-président, Confédération des syndicats nationaux.  
CÔTÉ, Lise, Mrs., Economiste, Service de la Recherche, Fédération des Travailleurs du Québec.  
NITOSLAWSKA, Anna, Ms., International Program Administrator - Canadian Labour Congress.

### Other person attending the Conference

### Autre personne assistant à la Conférence

BARIL, Jean-Guy, Mr., Directeur, Service des relations de travail, Centrale des syndicats du Québec, CSQ.

## Cap-Vert Cape Verde Cabo Verde

### Ministre assistant à la Conférence

MONTEIRO, Sidónio Fontes Lima, M., Ministre du Travail, de la Famille et de la Solidarité.

### Personne accompagnant le Ministre

LIMA, Maria Antónia Gomes Lopes, Mme, Directrice de Cabinet, Ministère du Travail, de la Famille et de la Solidarité.

### Délégués gouvernementaux

SEMEDO, Horácio Moreira, M., Directeur général du Travail.  
SILVA, Belarmino, M., Chargé des Affaires, a.i., Mission permanente, Genève.

### Conseiller technique et délégué suppléant

BRANCO, Maria Emiliana Silva, Mlle, Déléguée, Inspection générale du Travail, Mindelo.

### Délégué des employeurs

ÉVORA RONISE PIRES, Carla, Mme, Membre de la Direction, Association commerciale, industrielle et agricole, Barlavento.

### Délégué des travailleurs

ASCENÇÃO SILVA, Júlio, M., Secrétaire général, Union nationale des Travailleurs du Cap-Vert (UNTC-CS).

## République centrafricaine Central African Republic República Centroafricana

### Ministres assistant à la Conférence

NOTE, Elie, M., Premier Ministre.  
BOTI, Jacques, M., Ministre de la Fonction publique, du Travail, de la Sécurité sociale et de l'Insertion professionnelle des Jeunes.

### Personnes accompagnant le Ministre

NGREBADA, Firmin, M., Directeur de Cabinet adjoint du Premier Ministre.  
DALLIN KPANA, Pierre, M., Directeur de Protocole à la Primature.

### Délégués gouvernementaux

ZITONGO-MADENGA, Odile, Mme, Chargée de Mission en matière de Travail.  
YANGO-SINDO, Alexandre-Désiré, M., Directeur général de l'Emploi et de la Prévoyance sociale.

### Conseillers techniques

DJINDOT, Jean, M., Chargé de Mission en matière de Prévoyance sociale.  
DOUZIMA, Jean-Pierre, M., Directeur général, Agence centrafricaine pour la Formation professionnelle et l'Emploi (ACFPE).  
NGOUAGOUMI, Marie Bernard, Mme, Directrice générale, Office centrafricain de Sécurité sociale.  
MBATHOU BE, Luther, M., Expert national, CIPRES.

### Délégué des employeurs

ZAGUI, Faustin, M., Président, Union nationale du Patronat centrafricain (UNPC).

### Conseillers techniques

NGUILE, Estelle, Mme, Secrétaire générale, Groupement interprofessionnel de Centrafrique (GICA).  
FOBAIN, Michel, M., Secrétaire général, UNPC.

### Délégué des travailleurs

RAMADAN, Noël, M., Secrétaire général adjoint, Union syndicale des Travailleurs de Centrafrique (USTC).

### Conseillers techniques

KLOKOLO, Sabin, M., Secrétaire général, Confédération syndicale des Travailleurs de Centrafrique (CSTC).  
SANDOS-OUALANGA, J. Richard, M., Secrétaire général, Confédération nationale des Travailleurs de Centrafrique (CNTC).

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## Chili Chile Chile

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### *Ministro asistente a la Conferencia*

ANDRADE LARA, Osvaldo, Sr., Ministro del Trabajo y Previsión Social.

### **Delegados gubernamentales**

MARTABIT SCAFF, Juan, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

LUKSIC SANDOVAL, Zarko, Sr., Subsecretario del Trabajo.

### *Consejeros técnicos y delegados suplentes*

GARCÍA BUSTAMANTE, Lissette, Sra., Subsecretaria de Previsión Social.

EGUIGUREN GUZMÁN, Juan Eduardo, Sr., Ministro Consejero, Misión Permanente, Ginebra.

CLARK MEDINA, Regina, Sra., Jefa Encargada de Relaciones Internacionales, Ministerio del Trabajo y Previsión Social.

### *Consejeros técnicos*

SÁEZ CARLIER, Felipe, Sr., Jefe de Gabinete del Subsecretario del Trabajo.

UTRERAS DÍAZ, Patricio, Sr., Consejero, Misión Permanente, Ginebra.

TRUJILLO LAMAS, Alina, Sra., Ingeniero, Superintendencia de Seguridad Social.

CABRERA SEGURA, Joaquín, Sr., Abogado, Jefe, Departamento de Estudios.

DEL PICÓ RUBIO, Bernardo, Sr., Segundo Secretario, Misión Permanente, Ginebra.

ALVAREZ, Osvaldo, Sr., Segundo Secretario, Misión Permanente, Ginebra.

CHIHUAILAF SEPÚLVEDA, Eduardo, Sr., Tercer Secretario, Misión Permanente, Ginebra.

### *Otras personas que asisten a la Conferencia*

AGUILÓ MELO, Sergio, Sr., Diputado, Presidente, Comisión de Trabajo y Previsión Social, Cámara de Diputados.

LABBÉ ANDRADE, Mario, Sr., Abogado, Secretario, Comisión de Trabajo y Previsión Social, Senado de la República.

MUGA RAMÍREZ, Pedro, Sr., Secretario, Comisión de Trabajo y Previsión Social, Cámara de Diputados.

### **Delegado de los empleadores**

ARTHUR ERRÁZURIZ, Guillermo, Sr., Confederación de la Producción y del Comercio.

### *Consejero técnico y delegado suplente*

BRUNA VARGAS, Augusto, Sr., Abogado, Confederación de la Producción y del Comercio.

### *Consejeros técnicos*

PIZARRO MAAS, Alvaro, Sr., Confederación de la Producción y del Comercio.

SILVA BARROILHET, Paula, Sra., Abogado, Confederación de la Producción y del Comercio.

HUMERES NOGUER, Héctor, Sr., Confederación de la Producción y del Comercio.

### *Otras personas que asisten a la Conferencia*

VUSKOVIC VILLANUEVA, Iván, Sr., Presidente Nacional, Confederación Gremial Nacional de la Mediana, Pequeña, Microindustria, Servicios y Artesanado.

LOYOLA OSORIO, Eduardo, Sr., Gerente General, Consejero Minero.

### **Delegado de los trabajadores**

MARTÍNEZ MOLINA, Arturo, Sr., Presidente Nacional, Central Unitaria de Trabajadores (CUT).

### *Consejeros técnicos*

QUEZADA CONCHA, Norys, Sra., CUT.

GALAZ BELTRÁN, José, Sr., CUT.

RIFO CASTILLO, Ángela, Sra., CUT.

HERMOSILLA RAMÍREZ, José, Sr., CUT.

DÍAZ SÁNCHEZ, Nolberto, Sr., CUT.

LÓPEZ IBARRA, Francisco, Sr., CUT.

MORAGA CONTRERAS, Eitel, Sr., CUT.

ROBLES SAAVEDRA, Pedro, Sr., Central Autónoma de Trabajadores (CAT).

### *Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

YÁNEZ POL, Óscar, Sr., CUT

LEMAITRE SALINAS, Guillermo, Sr., CUT.

ESPINOZA CONCHA, Raimundo, Sr., CUT.

ALLAN DÍAZ, Hugo, Sr., CUT.

### *Otras personas que asisten a la Conferencia*

BRICKLE ROESTEL, Patricio, Sr., CUT.

FRITZ CHACÓN, Freddy, Sr., CUT.

MUNITA DERBY, Patricio, Sr., CUT

ZAROR MIRAYES, Danille, Sr., CUT.

VARAS ALVARADO, Marcos, Sr., CUT.

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## Chine China China

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### *Minister attending the Conference*

TIAN, Chengping, Mr., Minister of Labour and Social Security (MOLSS).

### *Persons accompanying the Minister*

JIANG, Mohui, Mr., Deputy Director-General, Department of International Cooperation, MOLSS.

CAI, Qiming, Mr., Deputy Director-General, General Office, MOLSS.

DUAN, Dongwen, Mr., Director, Department of International Cooperation, MOLSS.

### **Government Delegates**

HUA, Fuzhou, Mrs., Vice-Minister of Labour and Social Security.

SHA, Zukang, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

LIU, Xu, Mr., Director-General, Department of International Cooperation, MOLSS.

LU, Xiaoping, Ms., Counsellor, Permanent Mission, Geneva.

#### *Advisers*

LIU, Yanbin, Mr., Director-General, Institute of Labour Studies and Information, MOLSS.

WANG, Zhihong, Mr., Deputy Director-General, Department of Wages, MOLSS.

ZHANG, Lu, Mr., Director, Department of International Cooperation, MOLSS.

RONG, Sicai, Mr., Second Secretary, Permanent Mission, Geneva.

ZHAO, Hui, Ms., Deputy Director, Department of International Cooperation, MOLSS.

XU, Rihua, Mr., Official, Department of International Cooperation, MOLSS.

DIAO, Mingsheng, Mr., Consellor, Department of International Organisations and Conferences, Ministry of Foreign Affairs.

TONG, Aiping, Ms., Deputy Director, Department of Labour and Social Security, Ministry of Finance.

SU, Zhi, Mr., Deputy Director-General, Department of Health Law Enforcement and Supervision, Ministry of Health.

YIN, Jiankang, Mr., Director, Department of Programme of Science and Technology, State Administration of Work Safety.

CHEUNG, Kin-chung, Matthew, Mr., Permanent Secretary for Economic Development and Labour and Commissioner for Labour, Hong Kong Special Administrative Region.

WONG, Kwok-lun, Alan, Mr., Assistant Commissioner for Labour (Labour Relations), Labour Department, Hong Kong Special Administrative Region.

RAIMUNDO, Vizeu Bento, Mr., Head of Labour Inspection Department, Labour Affairs Bureau, Macao Special Administrative Region.

LAM, Iok Cheong, Ms., Acting Head of Occupational Safety and Health Department, Labour Affairs Bureau, Macao Special Administrative Region.

#### *Other persons attending the Conference*

ZHAO, Ying, Ms., Deputy Director-General, Centre of Publicity, MOLSS.

OUYANG, Qiong, Ms., Official, General Office, MOLSS.

FUNG, Ying-lun, Arthur, Mr., Senior Labour Officer, Labour Department, Hong Kong Special Administrative Region.

LEUNG, So Suk-ching Tonia, Mrs., Senior Labour Officer, Labour Department, Hong Kong Special Administrative Region.

CHANG, Kar-wai, Carrie, Ms., Senior Administrative Officer, Labour Department, Hong Kong Special Administrative Region.

LAU, Pik-yiu Femia, Ms., Labour Officer, Labour Department, Hong Kong Special Administrative Region.

LAW, Sui-fong Catherine, Ms., Labour Officer, Labour Department, Hong Kong Special Administrative Region.

### **Employers' Delegate**

CHEN, Lantong, Mr., Vice President, Chine Enterprise Confederation.

#### *Adviser and substitute delegate*

LIU, Peng, Mr., Director, Department of Employers' Affairs, CEC.

#### *Advisers*

HU, Chi, Mr., Deputy Director, Research Department, CEC.

LIU, Hansong, Ms., Deputy Director, Department of Employers' Affairs, CEC.

LI, Jiansheng, Ms., Legal Adviser, China Railway Engineering Corporation.

YU, Tengqun, Mr., Deputy Legal Adviser, China Railway Engineering Corporation.

BAI, Kelin, Mr., Assistant Director General, Bureau of Pipelines, China National Petroleum Corporation.

HO, Sai-chu, Mr., Employer Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

VONG, Kok Seng, Mr., Employer Representative, Standing Committee of Social Coordination, Macao Special Administrative Region.

#### *Other persons attending the Conference*

YIN, Tek-shing, Paul, Mr., Employer Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

LAU, Chin-ho, Stanley, Mr., Employer Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

### **Workers' Delegate**

XU, Zhenhuan, Mr., Vice Chairman, All China Federation of Trade Unions.

#### *Adviser and substitute delegate*

WANG, Liming, Mr., Deputy Director General, Department of International Liaison, ACFTU.

#### *Advisers*

ZHU, Bin, Ms., Deputy Director General, Department of International Liaison, ACFTU.

ZHAO, Changjiu, Ms., Deputy Director, Department of International Liason, ACFTU.  
 LI, Jingfang, Ms., Deputy Director, Department of International Liason, ACFTU.  
 LEI, Jiangping, Mr., Official, General Office, ACFTU.  
 WU, Chuanhua, Mr., Official, Department of International Liason, ACFTU.  
 CHEUNG, Kwok-bui, Felix, Mr., Employee Representative, Labour Advisory Board, Hong Kong Special Administrative Region.  
 LEI, Chan U, Mr., Employee Representative, Standing Committee of Social Coordination, Macao Special Administrative Region.

#### *Other persons attending the Conference*

LEUNG, Chau-ting, Mr., Employee Representative, Labour Advisory Board, Hong Kong Special Administrative Region.  
 CHEUNG, Pak-chi, Mr., Employee Representative, Labour Advisory Board, Hong Kong Special Administrative Region.

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## **Chypre    Cyprus    Chipre**

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#### *Minister attending the Conference*

TALIADOROS, Christos, Mr., Minister of Labour and Social Insurance.

#### **Government Delegates**

DROUSHIOTIS, James, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
 NICOLAOU, Nicos, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

#### *Advisers*

NICOLAIDES, Leandros, Mr., Director, Department of Labour Inspection, Ministry of Labour and Social Insurance.  
 TRYFONOS, Theofanis, Mr., Director, Department of Social Insurance Services, Ministry of Labour and Social Insurance.  
 LOIZOU, Elli, Mrs., Insurance Officer, Department of Social Insurance Services, Ministry of Labour and Social Insurance.  
 TSOULOFTA-KAKOUTA, Evangelitsa, Mrs., Labour Inspection Officer, Department of Labour Inspection, Ministry of Labour and Social Insurance.  
 PAVLOU, Andri, Mrs., Social Insurance Officer, Department of Social Insurance Services, Ministry of Labour and Social Insurance.

#### **Employers' Delegate**

PILIKOS, Michael, Mr., Director-General, Cyprus Employers and Industrialists Federation.

#### *Adviser and substitute delegate*

KAPARTIS, Costas, Mr., Former General Secretary of IOE; former Director-General, Cyprus Employers' and Industrialists' Federation.

#### *Advisers*

LOIZIDES, Panayiotis, Mr., General Secretary, Cyprus Chamber of Commerce and Industry.  
 KARYDIS, Lefteris, Mr., Industrial Relations Officer, Cyprus Chamber of Commerce and Industry.  
 ANTONIOU, Michael, Mr., Head, Department of Industrial Relations and Labour Legislation, Cyprus Employers' and Industrialists' Federation.  
 CHRISTOFOROU, Stylianos, Mr., Lawyer, Cyprus Employers' and Industrialists' Federation.

#### **Workers' Delegate**

MOYSEOS, Nicos, Mr., General Secretary, Cyprus Workers' Confederation.

#### *Adviser and substitute delegate*

THEOFANOUS, Petros, Mr., Deputy General Secretary, Cyprus Workers' Confederation.

#### *Advisers*

KYRITSIS, Pambis, Mr., General Secretary, Pancyprian Federation of Labour.  
 FELLAS, Sotiris, Mr., Deputy General Secretary, Pancyprian Federation of Labour.  
 GRIGORIOU, Nikos, Mr., Officer, Department of International Relations, Pancyprian Federation of Labour.  
 EPISTITHIOU, Nicos, Mr., Secretary, Department of Public and International Relations, Cyprus Workers' Confederation.  
 DIOMEDOUS, Diomedes, Mr., General Secretary, Democratic Labour Federation.  
 PILAVAKI, Anna, Mrs., Deputy General Secretary, Democratic Labour Federation.

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## **Colombie    Colombia    Colombia**

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#### **Delegados gubernamentales**

PALACIO BETANCOURT, Diego, Sr., Ministro de la Protección Social.  
 FORERO UCROS, Clemencia, Sra., Embajadora, Representante Permanente, Misión Permanente, Ginebra.

#### *Consejero técnico y delegado suplente*

SÁNCHEZ MESA, Jorge León, Sr., Viceministro de Relaciones Laborales, Ministerio de la Protección Social.

### *Consejeros técnicos*

ARANGO DE BUITRAGO, Luz Stella, Sra., Ministra  
Consejera, Misión Permanente, Ginebra.  
LÓPEZ CORTES, Armando, Sr., Asesor, Secretaría  
Jurídica, Presidencia de la República.  
ARANGO ARANGO, María Sofía, Sra., Asesora,  
Consejería Presidencia, Presidencia de la República.  
VALDERRAMA, Mario de J., Sr., Asesor, Seguridad  
Social y Empleo, Ministerio de la Protección Social.  
LEMONS BUSTAMANTE, Jesús María, Sr., Magistrado,  
Sección Segunda del Consejo de Estado.

### *Otras personas que asisten a la Conferencia*

LÓPEZ VILLEGAS, Eduardo, Sr., Presidente, Sala de  
Casación Laboral, Corte Suprema de Justicia.  
ESCOBAR GIL, Rodrigo, Sr., Magistrado, Corte  
Constitucional.  
VARGAS HERNÁNDEZ, Clara Inés, Sra., Magistrada,  
Corte Constitucional.  
OLAYA FORERO, Ana Margarita, Sra., Magistrada,  
Sección Segunda, Consejo de Estado.  
ARMEL ARENAS, Ariel, Sr., Presidente, Confederación  
Colombiana de Consumidores.  
HERNÁNDEZ MARTÍNEZ, Pedro Alfonso, Sr.,  
Presidente, Comisión Nacional del Servicio Civil.  
GRILLO RUBIANO, Fernando, Sr., Director,  
Departamento Administrativo de la Función Pública.

### **Delegado de los empleadores**

VILLEGAS ECHEVERRI, Luis Carlos, Sr., Presidente,  
Asociación Nacional de Industriales (ANDI).

### *Consejero técnico y delegado suplente*

ECHAVARRÍA SALDARRIAGA, Alberto, Sr.,  
Vicepresidente, Asuntos Jurídicos y Sociales, ANDI.

### *Consejeros técnicos*

ARANGO RICO, Luis Angel, Sr., Vicepresidente,  
Corporativo de Gestión Humana, Organización Ardila  
Lulle.  
OJALVO PRIETO, Fernando, Sr., Comité de Laboralistas,  
ANDI.  
MOLINA MONSALVE, Carlos Ernesto, Sr., Comité de  
Laboralistas, ANDI.  
PAZ RESTREPO, Diego León, Sr., Gerente, Corporativo  
de Gestión Humana, Compañía de Galletas Noel.  
CHAPMAN LÓPEZ, Charles, Sr., Asesor Laboral,  
LLOREDA S.A.  
JARAMILLO VALLEJO, Humberto Jairo, Sr., Comité de  
Laboralistas, ANDI.  
FRANCO AGUDELO, Pedro Luis, Sr., Comité de  
Laboralistas, ANDI.

### **Delegado de los trabajadores**

RODRÍGUEZ DÍAZ, Carlos Arturo, Sr., Presidente,  
Central Unitaria de Trabajadores (CUT).

### *Consejeros técnicos*

GÓMEZ ESGUERRA, Julio Roberto, Sr., Secretario  
General, Confederación General del Trabajo (CGT).  
ALVIZ FERNÁNDEZ, Apecides, Sr., Presidente, Central  
de Trabajadores de Colombia (CTC).  
MONTES DE OCA ANAYA, Boris, Sr., Secretario  
General, CUT.  
ESPINOSA, Jorge Adonai, Sr., Secretario General, CGT.  
MIGUEL MORANTES, Alfonso, Sr., Secretario General,  
CTC.  
GAMBOA CABALLERO, Jorge, Sr., Presidente, Unión  
Sindical Obrera (USO).  
GONZÁLEZ PATIÑO, Carlos A., Sr., Secretario General,  
Asociación de Empleados del Banco de la República,  
ANEBRE.  
MARTÍNEZ MORA, Jaime Albeiro, Sr., Secretario,  
Asociación de Empleados del Banco de la República,  
ANEBRE.

### *Otras personas que asisten a la Conferencia*

TRIANA, Miriam Luz, Sra., Secretaria de Finanzas, CGT.  
MEDINA DUEÑAS, Luis Ernesto, Sr., Presidente,  
Federación de Trabajadores de Bogotá, Cundinamarca.  
TINOCO AROCHA, Zita Froila, Sra., Abogada, CTC.  
MALAGÓN, Lina Paola, Sra., Abogada, Comisión  
Colombiana de Juristas.  
RODRÍGUEZ MEJÍA, Carlos, Sr., Abogado, Comisión  
Colombiana de Juristas.  
ORTIZ, Alex Iván, Sr., Tesorero, Sindicato Nacional de  
Trabajadores de la Electricidad, SINTRAELECOL.  
CUÉLLAR POLANÍA, Álvaro, Sr., Secretario Derechos  
Humanos, Sindicato Nacional de Trabajadores de la  
Electricidad, SINTRAELECOL.  
ORTIZ, Carlos Alfonso, Sr., Presidente, Sindicato  
Nacional Industrial de Bebidas y Alimentos,  
SINALTRAINBEC.  
ARRIETA, M. Francisco, Sr., Vicepresidente, Sindicato  
Nacional Industrial de Bebidas y Alimentos,  
SINALTRAINBEC.  
ROJAS, Flower Enrique, Sr., Presidente, Sindicato de  
Trabajadores del Municipio de Cali,  
SINTRAMUNICIPIO.  
RÍOS NAVARRO, Norberto, Sr., Director Académico,  
Escuela Nacional Sindical.  
GÓMEZ ZULUAGA, Alberto León, Sr., Abogado, Equipo  
Jurídico, CUT.  
MEJÍA RAIGOZA, Carlos, Sr., Presidente, Sindicato de  
Trabajadores de las Empresas Municipales de Cali,  
SINTRAEMCALI.  
MONSALVE CUÉLLAR, Martha Elisa, Sra., Comité de  
Laboralistas, ANDI.  
RESTREPO GALLEGU, Gloria Elena, Sra., Comité de  
Laboralistas, ANDI.  
VILLEGAS GÓMEZ, Hugo, Sr., Convenio ANDI-  
Asociación Colombiana de Fibras.  
PÉREZ GARCÍA, Miguel, Sr., Convenio ANDI-ACOSSET.  
MORENO BERNAL, Carolina, Sra., Directora Comercial  
del Área de Seguros BBVA Horizonte Pensiones y  
Cesantía.  
NARVÁEZ LÓPEZ, Jhon Jairo, Sr., Fiscal, Sindicato de  
Trabajadores de las Empresas Municipales de Cali,  
SINTRAEMCALI.



ROMERO PÉREZ, Jorge Enrique, Sr., Intégrante Equipo Jurídico, CUT.  
TRUJILLO URIBE, María Alejandra, Sra., Intégrante Equipo Jurídico, CUT.

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## Congo

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### *Ministre assistant à la Conférence*

ONDONGO, Gilbert, M., Ministre du Travail, de l'Emploi et de la Sécurité sociale.

### *Personnes accompagnant le Ministre*

MENGA, Roger Julien, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
OSSETE, Jean Roger, M., Attaché aux Finances et à l'Équipement, Cabinet du Ministre.  
NGALEBAY, Alain Cyriaque, M., Attaché au Cabinet.

### **Délégués gouvernementaux**

MIERE, Claude Isidore, M., Directeur de la Coopération.  
ONDONGO, Evariste, M., Directeur général du Travail et de la Sécurité sociale.

### *Conseillers techniques*

NGAKOSSO, Antoine, M., Directeur du Contrôle de gestion.  
LIKOUKA, Ferdinand Sothène, M., Conseiller à la Sécurité sociale.  
IBARA, Félix, M., Directeur général, Caisse nationale de Sécurité sociale.  
OTINA, Albert, M., Directeur général, Caisse de retraite des Fonctionnaires.  
BIKOUTA, Delphine, Mme, Premier Conseiller, Mission permanente, Genève.  
BORET BOKWANGO, Serge, M., Chargé du Protocole, Mission permanente, Genève.

### **Délégué des employeurs**

LABARRE, Nicole, Mme, Secrétaire général, Union patronale et interprofessionnelle du Congo (UNICONGO).

### **Délégué des travailleurs**

SOUZA, Michel, M., Président, Confédération syndicale congolaise (CSTC).

### *Conseillers techniques*

MONGO, Daniel, M., Secrétaire général, Confédération syndicale congolaise.  
EBAO, Sébastien, M., Secrétaire confédéral chargé de l'organisation, CSC.  
ITOUA, Christian, M., Membre du bureau confédéral, CSC.  
KIBELO-KISSAMBOU, Macaire, M., Membre du Bureau confédéral, CSC.

MASSENGO, Marie Micheline, Mme, Secrétaire, Commission de contrôle et vérification, CSTC.  
KOKOLO TATI, Anatole Fortuné, M., Secrétaire général, Syndicat Océan, CSTC.  
MPEKO, Thomas Daniel, M., Secrétaire général, Syndicat SARIS CONGO, CSTC.  
MAVOUNGOU, Jean Noël, M., Secrétaire général, Syndicat des MUCODEC, CSTC.

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## République de Corée Republic of Korea República de Corea

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### *Minister attending the Conference*

LEE, Sang soo, Mr., Minister of Labour.

### **Government Delegates**

CHOI, Hyeuk, Mr., Permanent Representative, Permanent Mission, Geneva.  
JUNG, Chul gyun, Mr., Director-General, International Cooperation Bureau, Ministry of Labour.

### *Advisers and substitute delegates*

CHANG, Dong hee, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.  
CHUNG, Hyoung woo, Mr., Director, International Labor Policy Team, Ministry of Labour.

### *Advisers*

KWON, Hyeuk tae, Mr., First Secretary, Permanent Mission, Geneva.  
CHUNG, Hae young, Mr., Deputy Director, International Policy Team, Ministry of Labour.  
KWON, Byeong Hee, Mr., Deputy Director, Labour Standards Team, Ministry of Labour.  
HU, Yoon sun, Ms., Deputy Director, Industrial Health and Environment Team, Ministry of Labour.  
LEE, Jin woo, Mr., Director, Inspection Team, Busan Regional Office, Korea Occupational Safety and Health Agency.  
PARK, Eun jung, Ms., Assistant Director, International Labor Policy Team, Ministry of Labour.  
MOON, Ki seop, Mr., Director, Minister's Office, Ministry of Labour.

### *Other persons attending the Conference*

KIM, Hwan gung, Mr., Director, Preparatory Office for the 14th ILO Asian Regional Meeting (ARM), Ministry of Labour.  
KIM, Yoon hye, Ms., Deputy Director, Preparatory Office for the 14th ILO ARM, Ministry of Labour.  
LEE, Young jin, Ms., Deputy Director, Preparatory Office for the 14th ILO ARM, Ministry of Labour.  
CHOI, Gwang jun, Mr., Deputy Director, Preparatory Office for the 14th ILO ARM, Ministry of Labour.  
PARK, Li li, Ms., International Labour Policy Team, Ministry of Labour.

## Employers' Delegate

KIM, Young vae, Mr., Vice-Chairman, Korea Employers' Federation (KEF).

### *Adviser and substitute delegate*

LEE, Dong eung, Mr., Senior Managing Director, KEF.

### *Advisers*

HWANG, In cheol, Mr., Chief, Social Policy Team, KEF.  
HWANG, Eun young, Ms., Chief, International Affairs Team, KEF.

LEE, Sang chull, Mr., Senior Specialist, Economic Research Team, KEF.

KIM, Young wan, Mr., Senior Specialist, Legal Affairs Team, KEF.

JEON, Dong ki, Mr., International Affairs Team, KEF.

PARK, Mee lee, Ms., International Affairs Team, KEF.

YANG, Jin seok, Mr., Senior Specialist, Social Policy Team, KEF.

## Workers' Delegate

JO, Jun ho, Mr., President, Korean Confederation of Trade Union (KCTU).

### *Adviser and substitute delegate*

CHANG, Dae ik, Mr., Vice-President, Federation of Korean Trade Unions (FKTU).

### *Advisers*

KANG, Choong ho, Mr., International Director, FKTU.

LEE, In duk, Ms., International Director, FKTU.

PARK, Young sam, Mr., Public Relations Director, FKTU.

HAN, Jung ae, Ms., First Vice-President, Federation of Korean Public Trade Unions.

JIN, Young ok, Ms., Vice-President, KCTU.

PARK, Jung gyu, Mr., First Vice-President, KCTU-KPSU.

KIM, Seok, Mr., Executive Director of International Relations, KCTU-KGEU.

### *Other persons attending the Conference*

BAN, Myoung ja, Ms., First Vice-President, KCTU-KGEU.

PARK, Dae kyu, Mr., President, KCTU-KFCITU-KCTWU.

KIM, Ho joong, Mr., KCTU-KFCITU.

YOON, Young mo, Mr., Translator.

YUN, Ae lim, Ms., Translator.

KIM, Ki woo, Mr., Research Fellow, FKTU.

KIM, Kwang il, Mr., Research Fellow, FKTU.

## Costa Rica Costa Rica Costa Rica

### *Ministro asistente a la Conferencia*

MORALES HERNÁNDEZ, Francisco, Sr., Ministro de Trabajo y Seguridad Social.

### *Persona que acompaña al Ministro*

VARELA QUIRÓS, Luis Alberto, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

## Delegados gubernamentales

SOLANO, Alejandro, Sr., Ministro Consejero, Misión Permanente, Ginebra.

SEGURA, Alexandra, Srta., Ministra Consejera, Misión Permanente, Ginebra.

### *Consejero técnico y delegado suplente*

GARBANZO, Carlos, Sr., Ministro Consejero, Misión Permanente, Ginebra.

### *Consejero técnico*

GAMBOA ACUÑA, Grace, Srta., Jefe, Departamento Asesoría Asuntos Internacionales del Trabajo, Ministerio de Trabajo y Seguridad Social.

## Delegado de los empleadores

PIGNATARO PACHECO, Eugenio, Sr., Director, Dirección de Desarrollo Social, Unión Costarricense de Cámaras y Asociaciones de la Empresa Privada.

## Delegado de los trabajadores

AGUILAR ARCE, Rodrigo, Sr., Presidente, Confederación de Trabajadores Rerum Novarum.

## Côte d'Ivoire Côte d'Ivoire Côte d'Ivoire

## Délégués gouvernementaux

OULAYE, Hubert, M., Ministre de la Fonction publique, de l'Emploi et de la Réforme administrative.

BEKE DASSYS, Christian-Claude, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### *Conseillers techniques*

BOLLOU BI, Désiré Djéhiffé, M., Directeur général du Travail, Ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.

N'ZUE, Félix Fofana, M., Directeur général de l'Emploi, Ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.

ZEHIA, Maurice Kouadio, M., Directeur général, Agence d'Etudes et de Promotion de l'Emploi (AGEPE).  
 GLEGLAUD, Filbert Kouassi, M., Premier Conseiller, Mission permanente, Genève.  
 GUEU, Etienne, M., Directeur, Inspection du Travail, Ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.  
 LOBA, Barthélémy Kiessey, M., Directeur, Réglementation du Travail, Ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.  
 YEBOUET, Yves Brou Kouamé, M., Directeur, Médecine du Travail, Ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.  
 N'GUESSAN, Francis José Coffie, M., Directeur, Promotion de l'Emploi, AGEPE.  
 AKPEUBI, Parfait Elélé, M., Directeur, Affaires administratives et financières, Ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.  
 MORIKO, Tiémoko, M., Conseiller, Mission permanente, Genève.  
 BAMBAMBA, Joël, M., Chargé du Protocole, Mission permanente, Genève.  
 DAGO-YAMKER, Charlotte Ezimah, Mme, Sous-directrice, Inspection de Koumassi, Ministère de la Fonction publique, de l'Emploi et de la Réforme administrative.

#### **Délégué des employeurs**

DIAGOU, Jean Kacou, M., Président, Confédération générale des Entreprises de Côte d'Ivoire (CGE-CI).

#### *Conseillers techniques*

N'DOUMI, Bernard, M., Directeur général, CNPS.  
 DIALLO, Ousseine, M., Conseiller du Président, CGE-CI.  
 M'BENGUE, Guy, M., Président, APEX-CI.  
 KONGO, Kouassi Kouadio, M., Directeur général, SIDELAF.  
 AIOUO NIANGON, Jean-Marie, M., Directeur du Fret, OIC.  
 LOBA, N'Guessan, M., Secrétaire permanent chargé de projets.  
 TANO, Blaise Acka, M., Délégué général, CGE-CI.

#### **Délégué des travailleurs**

ADE-MENSAH, François, M., Secrétaire général, Union générale des Travailleurs de Côte d'Ivoire (UGTCl).

#### *Conseillers techniques*

MAHAN, Basile Gahé, M., Secrétaire général, Centrale DIGNITE.  
 NYAMIEN, Messou N'Guessan, M., Secrétaire général, Fédération des Syndicats autonomes de Côte d'Ivoire (FESACI).  
 AMICHIA, Niamkey, M., Deuxième Secrétaire national chargé du Budget et des Finances.  
 BERVELLE, Joseph Kodjo, M., Secrétaire national chargé des Relations extérieures.  
 GUE VOUANDE, Albert, M., Secrétaire national chargé des Institutions nationales.  
 GNIONSAHE, Hélène, Mme, Cinquième Secrétaire générale adjointe, UGTCl.

GUIEHOA, Mariatou C., Mme, Conseiller spécial du Secrétaire général, UGTCl.

## **Croatie Croatia Croacia**

#### *Minister attending the Conference*

VUCIC, Ante, Mr., Assistant Minister, Ministry of Economy, Labour and Entrepreneurship.

#### *Person accompanying the Minister*

IVANKOVIC KNEZEVIC, Katarina, Mrs., Senior Adviser, Ministry of Economy, Labour and Entrepreneurship.

#### **Government Delegates**

BONOVIL, Suncica, Mrs., Expert Assistant, Department for Children, Ministry of Family, War Veterans and Intergeneration Solidarity.

GRIZELJ, Gordana, Mrs., Senior Labour Inspector, Labour Relations and Occupational Safety Division, State Inspectorate.

#### *Advisers and substitute delegates*

SOCANAC, Branko, Mr., Minister Counsellor, Permanent Mission, Geneva.

MARKOTIC, Gordan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

BASTIJANCIC, Biserka, Mrs., Senior Sanitary Inspector, Ministry of Health and Social Welfare.

BOGDANOVIC, Zora, Mrs., Senior Sanitary Inspector, Ministry of Health and Social Welfare.

#### **Employers' Delegate**

HORVATIC, Lidija, Mrs., Head, Department for International Cooperation, Croatian Employers Association.

#### *Advisers and substitute delegates*

KATIC, Jelena, Mrs., International Relations Department, Croatian Employers Association.

KULUSIC, Jasna, Mrs., Director, Regional Office (Rijeka), Croatian Employers Association.

POPIJAC, Duro, Mr., Director-General, Croatian Employers Association.

#### **Workers' Delegate**

BENKO, Luka, Mr., Expert Assistant for Legal Affairs, Union of Autonomous Trade Unions of Croatia-UATUC.

#### *Advisers and substitute delegates*

TOTH MUCCIACCIARO, Evelin, Mrs., Head of International Department, UATUC.

BRZICA, Miroslav, Mr., Lawyer, Croatian Trade Union Association.

## Cuba

### *Ministro asistente a la Conferencia*

MORALES CARTAYA, Alfredo, Sr., Ministro de Trabajo y Seguridad Social.

### **Delegados gubernamentales**

FERNÁNDEZ PALACIOS, Juan Antonio, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

LAU VALDÉS, Miriam, Sra., Directora de Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.

### *Consejeros técnicos y delegados suplentes*

HERRERA CASEIRO, María del Carmen, Sra., Consejera, Misión Permanente, Ginebra.

FANEGO SEA, Pedro Antonio, Sr., Primero Secretario, Ministerio de Relaciones Exteriores.

HERNÁNDEZ OLIVA, Gretel, Sra., Especialista Principal, Dirección Relaciones Internacionales, Ministerio de Trabajo y Seguridad Social.

SÁNCHEZ OLIVA, Manuel, Sr., Tercer Secretario, Misión Permanente, Ginebra.

### *Consejero técnico*

HURTADO LABRADOR, Carlos, Sr., Consejero, Misión Permanente, Ginebra.

### **Delegado de los empleadores**

PARRA ROJAS, Rodolfo Antonio, Sr., Presidente, Organización Nacional de Empleadores de Cuba.

### *Consejero técnico y delegado suplente*

MESA GARCÍA, Fermín, Sr., Vicepresidente, Organización Nacional de Empleadores de Cuba.

### **Delegado de los trabajadores**

GONZÁLEZ GONZÁLEZ, Leonel, Sr., Miembro, Secretario Nacional, Central de Trabajadores de Cuba.

### *Consejero técnico y delegado suplente*

BERNAL CAMERO, Joaquín, Sr., Miembro del Comité Nacional, Central de Trabajadores de Cuba.

### *Consejeros técnicos*

LÓPEZ GÓMEZ, Agustín, Sr., Dirección, Relaciones Internacionales, Central de Trabajadores de Cuba.

OVIEDO DE LA TORRE, Osiris, Sra., Dirección, Relaciones Internacionales, Central de Trabajadores de Cuba.

## Danemark Denmark Dinamarca

### *Minister attending the Conference*

HJORT FREDERIKSEN, Claus, Mr., Minister for Employment.

### *Persons accompanying the Minister*

SMITH, Bo, Mr., Permanent Secretary, Ministry of Employment.

JUUL JØRGENSEN, Annemette, Ms., Private Secretary to the Minister, Ministry of Employment.

JEPSEN, Charlotte Boline, Ms., Head of Press and Communication, Ministry of Employment.

BERING LIISBERG, Jonas, Mr., Head of Division, International and Legal Affairs Division, Ministry of Employment.

### **Government Delegates**

OVERVAD, Marie-Louise, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

HARHOFF, Rikke Maria, Ms., Adviser, International and Legal Affairs Division, Ministry of Employment.

### *Advisers and substitute delegates*

SPANÒ, Barbara, Ms., Adviser, International and Legal Affairs Division, Ministry of Employment.

WANG KRISTENSEN, Lene, Ms., Attaché, Permanent Mission, Geneva.

### *Advisers*

KNUDSEN, Annemarie, Ms., Special Adviser, Danish Working Environment Authority.

CHRISTENSEN, Susanne, Ms., Special Adviser, Labour Law Division, Ministry of Employment.

THOFT KORSLUND, Morten, Mr., Stagiaire, Permanent Mission, Geneva.

### *Other persons attending the Conference*

PEDERSEN, Marion, Ms., Member of Parliament (Folketinget).

BØGSTED, Bent, Mr., Member of Parliament.

### **Employers' Delegate**

DREESEN, Flemming, Mr., Senior Labour Law Counsellor, Confederation of Danish Employers.

### *Adviser and substitute delegate*

GADE, Henning, Mr., Senior Counsellor, Confederation of Danish Employers.

### *Advisers*

NYGAARD, Sven-Peter, Mr., Senior Counsellor, Confederation of Danish Employers.

SCHILDER, Henrik, Mr., Senior Political Adviser, Local Government Denmark.

### *Other persons attending the Conference*

NEERGAARD LARSEN, Jørn, Mr., Director General,  
Confederation of Danish Employers.  
RØNNEST, Jørgen, Mr., Director, International Affairs,  
Confederation of Danish Employers.

### **Workers' Delegate**

SVENNINGSSEN, John, Mr., International Adviser, Danish  
Confederation of Trade Unions.

### *Adviser and substitute delegate*

KNUPPERT, Marie-Louise, Ms., Confederal Secretary,  
Danish Confederation of Trade Unions.

### *Advisers*

SCHØNING, Poul, Mr., Consultant, Danish Confederation  
of Trade Unions.

LORENTZEN, Ane Kristine, Ms., Attorney-at-Law,  
Danish Confederation of Trade Unions.

WIENE, Jens, Mr., Confederal Secretary, Salaried  
Employees and Civil Servants Confederation.

RØNNOW BRUUN, Jørgen, Mr., Attorney-at-Law,  
Danish Confederation of Trade Unions.

### *Other persons attending the Conference*

JENSEN, Hans, Mr., President, Danish Confederation of  
Trade Unions.

SORGENFREY, Bente, Ms., President, Salaried  
Employees and Civil Servants Confederation.

KRAGH, Jens, Mr., Director, Salaried Employees and  
Civil Servants Confederation.

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## **République dominicaine Dominican Republic República Dominicana**

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### *Ministro asistente a la Conferencia*

FADUL, José Ramón, Sr., Secretario de Estado de  
Trabajo.

### **Delegados gubernamentales**

HERNÁNDEZ SÁNCHEZ, Homero Luis, Sr., Embajador,  
Representante Permanente, Misión Permanente,  
Ginebra.

REYES UREÑA, Nelson, Sr., Director de Relaciones  
Internacionales, Secretaría de Estado de Trabajo.

### *Consejeros técnicos*

BALDERA, Virgilio, Sr., Sub-Secretario de Estado de  
Trabajo.

RONDÓN, Antero Daniel, Sr., Sub-Secretario de Estado  
de Trabajo.

LEDESMA, Odalis, Sr., Sub-Secretario de Estado de  
Trabajo.

GONZÁLEZ NINA, Washington, Sr., Director-General de  
Trabajo.

MARMOLEJOS, Nelsida, Sra., Directora de la Dirección  
de Información y Defensa de los Afiliados (DIDA).

NADAL, Sr., Asesor, DIDA.

ROMÁN MALDONADO, Ysset, Sra., Ministro Consejera,  
Misión Permanente, Ginebra.

### **Delegado de los empleadores**

MARTINEZ APONTE, Radhamés, Sr., Presidente,  
Confederación Patronal de la República Dominicana.

### *Consejero técnico y delegado suplente*

CASTILLO CAMINERO, Francisco José, Sr., Comisario,  
COPARDOM; Vice-Presidente Ejecutivo, Consejo  
Nacional de la Empresa Privada (CONEP).

### *Consejeros técnicos*

VICENS, Marison, Sra.

PEREZ MONTAS, Hernando, Sr.

GASSO, María Isabel, Sra.

DE CASTRO ROJAS, Eduardo, Sr.

CALDERON, Bruno, Sr.

CASTILLO, Yudith, Sra.

RIVERA DE CASTILLO, Altagracia, Sra.

### **Delegado de los trabajadores**

PEREZ CEPEDA, Eugenio, Sr., Presidente, Confederación  
de Trabajadores Unitaria (CTU).

### *Consejero técnico y delegado suplente*

ABREU, Rafael, Sr., Presidente, Confederación Nacional  
de la Unidad Sindical (CNUS).

### *Consejeros técnicos*

FAMILIA, Eulogia, Sra., CNUS.

DEL RIO, Sr., Secretario General, Confederación  
Autónoma Sindical Clasista (CASC).

MEDRANO, Héctor, Sr., Confederación Nacional de  
Trabajadores Dominicanos (CNTD).

RAMOS, Jacobo, Sr., Secretario General, CNTD.

PEREZ, María de Jesús, Sra., CASC.

NEGRON TAJADA, Mariano, Sr., Vice-Presidente,  
CNUS.

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## **Egypte Egypt Egipto**

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### *Minister attending the Conference*

ABDEL HADY, Aisha, Mrs., Minister of Manpower and  
Migration.

### **Government Delegates**

SHOUKRY, Sameh, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

MELEIKA, Amin, Mr., Deputy Permanent Representative,  
Permanent Mission, Geneva.

### *Advisers*

SHAWKI ELAANANI, Mohamed, Mr., Assistant to the Minister of Manpower and Migration.  
EMARA, Khalid, Mr., Counsellor, Permanent Mission, Geneva.  
EL ERIAN, Soheir, Mrs., Labour Counselor, Permanent Mission, Geneva.  
IBRAHIM, Hussein, Mr., Director, National Institute for Safety and Health at Work.  
KHATER, Azza, Mrs., Director, International Relations Sector, Ministry of Manpower and Migration.  
AMIN, Helmy Mostafa, Mr., Director, International Organizations and Conferences, Ministry of Manpower and Migration.  
ALIM ELMESLAWY, Raafat Abdel, Mr., Director, International Conferences, General Authority for Conferences.  
SHALABY, Omar, Mr., Second Secretary, Permanent Mission, Geneva.  
KHALLAF, Tamim, Mr., Third Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

ALLAM, Samir, Mr., Chair of the Labour Commission, Federation of Egyptian Industries.

### *Advisers*

ABDO, Mohamed, Mr., Federation of Egyptian Industries.  
MIKKY, Momdooh, Mr., Federation of Egyptian Industries.  
WAGIH, Abdel Aziz, Mr., Federation of Egyptian Industries.  
MOHAMMAD, Raifa, Mrs., Federation of Egyptian Industries.  
MADKOUR, Abdel Moneim, Mr., Federation of Egyptian Industries.  
KHALIL, Mohammad, Mr., Federation of Egyptian Industries.  
FATTAH, Mohamed Abdel, Mr., First Vice-President, Federation of Chambers of Commerce.  
SATTAR ASHRA, Abdel, Mr., Federation of Chambers of Commerce.

### *Person appointed in accordance with Article 2, paragraph 3(i)*

HAFEZ GHARIB, Abdel Aziz, Mr., Chairman, Board of Directors, Steel and Iron Company.

### **Workers' Delegate**

MOUGAWER, Hussein, Mr., President, Federation of Egyptian Trade Unions.

### *Advisers*

EL AZALI, Abdel Moneim, Mr., Deputy Chairman for Economic Affairs, Federation of Egyptian Trade Unions.  
MORSY, Mohamed, Mr., Secretary General, Federation of Egyptian Trade Unions.  
HALIM, Mohamed Abdel, Mr., Chairman, Agriculture Union.

AL SHARKAWY, Mohammad, Mr., Secretary, Employee Services Union.  
MONGY, Mostafa, Mr., Vice President of the Board, Federation of Egyptian Trade Unions.  
TAHA, Hamdy, Mr., Foreign Relations Advisor, Federation of Egyptian Trade Unions.  
ROSTOM, Mostafa, Mr., Director, International Relations, Federation of Egyptian Trade Unions.  
KHALIFA, Mohamed, Mr., Department of Foreign Relations.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

FAHMY, Ismail, Mr., Treasurer, Federation of Egyptian Trade Unions.  
TAHA, Kamel, Mr., Chief of Cabinet of the President, Federation of Egyptian Trade Unions.  
HARAK, Ahmad Ibrahim, Mr., Vice-President, Federation of Egyptian Trade Unions for Media Communication.  
HEIKAL, Salah Hassan, Mr., Vice-President, Engineering Industries Union.

### *Other persons attending the Conference*

ELDINE SABRY, Yehia Salah, Mr.  
ISMAIL, Mohammad, Mr.  
ABDEL GAWAD, Abdel Hamid, Mr.

## **El Salvador El Salvador El Salvador**

### *Ministro asistente a la Conferencia*

ESPINAL ESCOBAR, José Roberto, Sr., Ministro de Trabajo y Previsión Social.

### **Delegados gubernamentales**

AVILA DE PEÑA, Elia Estela, Sra., Asesora, Despacho Ministerial.  
PALACIOS CARRANZA, Walter René, Sr., Director, Relaciones Internacionales del Trabajo.

### *Consejeros técnicos*

LARIOS, Bayron Fernando, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.  
CASTRO GRANDE, Mario, Sr., Ministro Consejero, Misión Permanente, Ginebra.

### **Delegado de los empleadores**

TOMASINO HURTADO, Eduardo, Sr., Representante, Asociación Nacional de la Empresa Privada.

### **Delegado de los trabajadores**

ZALDAÑA, Martha Guadalupe, Sra., Secretaria General, Federación de Asociaciones y Sindicatos Independientes de El Salvador (FEASIES).

## Emirats arabes unis United Arab Emirates Emiratos Arabes Unidos

### *Minister attending the Conference*

ALKA'ABI, Ali Bin Abdullah, Mr., Minister of Labour.

### **Government Delegates**

ALKAZRAJI, Khalid Mohamed, Mr., Undersecretary of Labour.

AL ZAABI, Mohamed Ahmed, Mr., Director, International Labour Relations Department, Ministry of Labour.

### *Advisers and substitute delegates*

ASKAR, Hussein Abdul Ridah, Mr., Minister Plenipotentiary, Ministry of Foreign Affairs.

SALEH, Fadhle Ahmed, Mr., Director, Office of the Minister of Labour.

EISSA ALHUMADI, Abdul Wahab, Mr., Director, Korfakan Labour Office, Ministry of Labour.

AL BANA, Gassim Mahmoud, Mr., Director, Labour Relations Department, Ministry of Labour.

ALABBAR, Kaltham Hassan, Ms., Director, Public Relations Section, Ministry of Labour.

ALSHAMSI, Mansoor Jasem, Mr., Minister Adviser, Ministry of Labour.

SIRAG ELNOUR, Yousif Gafar, Mr., Labour Adviser, Ministry of Labour.

ALKHATHEERI, Ali Suhail, Mr., Head, International Conferences Section, Ministry of Labour.

BELHARFIA, Aysha, Ms., Director, Establishments Department, Ministry of Labour.

ALHAMADI, Mariam, Ms., Executive Secretary, Minister of Labour's Office.

AL MAHRI, Adel Essa, Mr., Chargé d'Affaires a.i., Permanent Mission, Geneva.

AL QASSIMI, Najla, Ms., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

KHAMASS, Saeed Ali, Mr., Member, Board of Director, Federation of the Chambers of Commerce and Industry; Chairman, Board of Directors, Al Fujairah Chamber of Commerce, Industry and Agriculture.

### *Advisers and substitute delegates*

AL GAIZI, Ahmed Jamae, Mr., Director, Economic Department, Federation of Chambers of Commerce and Industry.

MATTAR, Khalifa Khamis, Mr., Member, Federation of Chambers of Commerce and Industry; Member, Governing Body of the ILO.

ALMUHAIRI, Salem Ali, Mr., Member, Federal Chambers of Commerce and Industry; Member, Arab Labour Organization.

### **Workers' Delegate**

RAHMAN AL MARZOOKI, Saleh Abdul, Mr., Chairman, Board of Directors, Coordinating Committee of the Professional Associations Operating in the Country.

### *Adviser*

ALJODER, Talah Khaled, Mr., Treasurer, Board of Directors, Coordinating Committee of the Professional Associations Operating in the Country.

## **Equateur Ecuador Ecuador**

### *Ministro asistente a la Conferencia*

CHIRIBOGA ZAMBRANO, Galo, Sr., Ministro de Trabajo y Empleo.

### **Delegados gubernamentales**

LARENAS SERRANO, Galo, Sr., Encargado (AI), Misión Permanente, Ginebra.

SANTOS REPETTO, Carlos, Sr., Funcionario, Misión Permanente, Ginebra.

### *Consejeros técnicos y delegados suplentes*

POZO BENÍTEZ, Myriam, Sra., Funcionaria, Ministerio de Trabajo y Empleo.

THULLEN, Jorge, Sr., Asesor, Ministro de Trabajo.

### **Delegado de los empleadores**

CENTENO ABAD, José, Sr., Presidente, Federación Ecuatoriana de Cámaras de la Construcción.

### *Consejeros técnicos y delegados suplentes*

EGAS PEÑA, Walter, Sr., Representante, Federación Ecuatoriana de Cámaras de Comercio del Ecuador.

TERÁN MOSCOSO, Manuel, Sr., Representante, Sector Industrial, Federación Nacional de Cámaras de Industrias del Ecuador.

### **Delegado de los trabajadores**

IBARRA SERRANO, Fernando, Sr., Presidente Nacional, CEDOC-CLAT.

### *Consejero técnico y delegado suplente*

ARCINIEGAS AGUIRRE, Jaime, Sr., Representante, CEOSL.

### *Consejero técnico*

VALAREZO CEDEÑO, Andrés, Sr., Representante, CEDOC-CLAT.

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## Erythrée Eritrea Eritrea

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### *Minister attending the Conference*

MENKERIOS, Askalu, Mrs., Minister of Labour and Human Welfare.

### **Government Delegates**

ELISA, Woldeyesus, Mr., Director-General, Department of Labour, Ministry of Labour and Human Welfare.

WOLDEYOHANNES, Bereket, Mr., Chargé d'Affaires, Permanent Mission, Geneva.

### *Adviser*

MEHARI, Gebremedhin, Mr., Permanent Mission, Geneva.

### **Employers' Delegate**

HAGOS, Mohamed Saleh, Mr., Vice-Chairman, Employers' Federation of Eritrea.

### **Workers' Delegate**

BAIRE, Tekeste, Mr., Secretary-General, National Confederation of Eritrean Workers (NCEW).

### *Adviser*

MOGOS, Tzeggai, Mr., Deputy Secretary-General, Foreign Relations, NCEW.

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## Espagne Spain España

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### *Ministro asistente a la Conferencia*

CALDERA SÁNCHEZ-CAPITÁN, Jesús, Sr., Ministro de Trabajo y Asuntos Sociales.

### *Personas que acompañan al Ministro*

PÉREZ SANZ, Julio, Sr., Director del Gabinete del Ministro de Trabajo y Asuntos Sociales.

DE PASCUAL-TERESA FERNÁNDEZ, Gloria, Sra., Asesora, Gabinete Ministro de Trabajo y Asuntos Sociales.

ALBERTOS CARRIÓN, Félix, Sr., Asesor Ejecutivo Gabinete de Comunicación, Ministerio de Trabajo y Asuntos Sociales.

### **Delegados gubernamentales**

MARCH PUJOL, Juan Antonio, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

DOMÍNGUEZ GONZÁLEZ, Aurora, Sra., Subsecretaria de Trabajo y Asuntos Sociales, Ministerio de Trabajo y Asuntos Sociales.

### *Consejeros técnicos y delegados suplentes*

ARNAU NAVARRO, Francisco, Sr., Consejero de Trabajo y Asuntos Sociales, Misión Permanente, Ginebra.

LÓPEZ MACLELLAN, Guillermo, Sr., Consejero, Misión Permanente, Ginebra.

### *Consejeros técnicos*

FERNÁNDEZ GONZÁLEZ, Cristina, Sra., Inspectora de Trabajo y Seguridad Social, Ministerio de Trabajo y Asuntos Sociales.

LOSADA CRESPO, Beatriz, Sra., Consejera Técnica, Instituto Nacional de Seguridad e Higiene en el Trabajo.

CASLA BENITO, Pilar, Sra., Directora de Programas, Instituto Nacional de Seguridad e Higiene en el Trabajo.

VICENTE SANZ, Pilar, Sra., Directora de Programas, Dirección General de Trabajo, Ministerio de Trabajo y Asuntos Sociales.

LÓPEZ LÓPEZ, Belén, Sra., Consejera Técnica, Subdirección General de Relaciones Sociales Internacionales, Ministerio de Trabajo y Asuntos Sociales.

ARELLANO CATALÁN, Juan Cruz, Sr., Consejero Técnico, Subdirección General de Relaciones Sociales Internacionales, Ministerio de Trabajo y Asuntos Sociales.

### *Otras personas que asisten a la Conferencia*

MARTÍ NIKLEWITZ, Natalia, Sra., Secretaria, Misión Permanente, Ginebra.

ESCUER BALLABRIGA, María, Srta., Secretaria, Misión Permanente, Ginebra.

### **Delegado de los empleadores**

FERRER DUFOL, Javier, Sr., Presidente, Confederación de Empresarios de Zaragoza; Miembro, Junta Directiva de la Confederación Española de Organizaciones Empresariales (CEOE).

### *Consejeros técnicos y delegados suplentes*

JIMÉNEZ DE AGUILAR, Juan, Sr., Secretario General, CEOE.

LACASA ASO, José María, Sr., Director de Relaciones Internacionales, CEOE, Miembro, Consejo de Administración de la OIT.

### *Consejeros técnicos*

SUÁREZ GARCÍA, Roberto, Sr., Secretario General, FELE.

GÓMEZ ALBO, Pablo, Sr., Director de Relaciones Laborales, CEIM.

IGLESIAS VALCARCEL, Pilar, Sra., Departamento de Relaciones Laborales, CEOE.

CESTER BEATOBE, José María, Sr., Secretario General Técnico, Confederación de Empresarios de Zaragoza.

SUÁREZ SANTOS, Roberto, Sr., Departamento de Relaciones Laborales, CEOE.



DEL PUEYO PÉREZ, Eduardo, Sr., Departamento de Relaciones Internacionales, CEOE.

*Personas designadas de conformidad con el artículo 2, párrafo 3, i)*

MORENO PIÑEIRO, Fernando, Sr., Director de Relaciones Laborales, CEOE.  
URIARTE TABERNA, Gabriela, Sra., Departamento de Relaciones Laborales, CEOE.  
SCHWEINFURTH ENCISO, Alvaro, Sr., CEOE.

**Delegado de los trabajadores**

DOZ, Javier, Sr., Secretario Confederal de Acción Sindical Internacional, Comisiones Obreras (CC.OO).

*Consejero técnico y delegado suplente*

MONTERO, Victoria, Sra., Secretaria de Acción Sindical Internacional, CC.OO.

*Consejeros técnicos*

SANTANA, Ana, Sra., Secretaria, Empleo Confederal, CC.OO.  
GARCÍA, Jesús, Sr., Departamento de Salud Laboral, Coordinador de Mutuas de Accidentes de Trabajo, CC.OO.  
BONMATÍ, Manuel, Sr., Secretario de Relaciones Internacionales, Unión General de Trabajadores (UGT).  
FRADES, Jaime, Sr., Miembro, Gabinete Técnico Confederal, UGT.  
FERNÁNDEZ-BRASO, Manuel, Sr., Experto Salud Pública y Medicina Preventiva, UGT.  
IGEREGI SAN MIGUEL, Saioa, Sra., Miembro del Departamento Internacional, ELA/STV.  
GONZÁLEZ BOAN, Xesús Ramón, Sr., Secretario de Relaciones Internacionales, CIG.

*Persona designada de conformidad con el artículo 2, párrafo 3, i)*

JIMÉNEZ, Juan Carlos, Sr., CC.OO.

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**Estonie    Estonia    Estonia**

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**Government Delegates**

KAADU, Tiit, Mr., Adviser, Working Life Development Department, Ministry of Social Affairs.  
SIBUL, Katrin, Mrs., Third Secretary, Permanent Mission, Geneva.

*Adviser and substitute delegate*

NIRK, Tõnis, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers*

KÄÄRATS, Egle, Ms., Head, Working Life Development Department, Ministry of Social Affairs.

JÄRVE, Janno, Mr., Deputy Secretary General, Labour Policy, Ministry of Social Affairs.

**Employers' Delegate**

NIINEMÄE, Toomas, Mr., Member of the Council, Estonian Employers' Confederation.

**Workers' Delegate**

TAMMELEHT, Tiia-Edith, Ms., Legal Secretary, Confederation of Estonian Trade Unions.

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**Etats-Unis    United States  
Estados Unidos**

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*Minister attending the Conference*

CHAO, Elaine L., Ms., Secretary of Labor.

*Persons accompanying the Minister*

ATHEY, Robert, Mr., Advance Representative, Office of the Secretary, Department of Labor.  
GENERO, Laura, Ms., Associate Deputy Secretary, Office of the Secretary, Department of Labor.  
HAMILTON, Mark, Mr., Advance Representative, Office of the Secretary, Department of Labor.  
NAUDIN, Melissa D., Ms., Special Assistant to the Secretary, Office of the Secretary, Department of Labor.

**Government Delegates**

CARTER, James, Mr., Deputy Undersecretary, International Affairs, Department of Labor.  
KRILLA, Jeffrey, Mr., Deputy Assistant Secretary, Bureau of Democracy, Human Rights and Labor, Department of State.

*Advisers and substitute delegates*

CASSEL, Lynn, Ms., Deputy Chief, Permanent Mission, Geneva.  
SHEPARD, Robert B., Mr., Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

*Advisers*

BARRETT, Joan Mackin, Ms., Manpower Analyst, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.  
CARTER, Donald D., Mr., Counsel for International Affairs, Employment and Training Legal Services, Solicitor's Office, Department of Labor.  
CHAMBERLIN, John, Mr., First Secretary and Labor Attaché, Permanent Mission, Geneva.  
DEL VECCHIO, Patrick L., Mr., Director, Office of International Labor Affairs, Bureau of Democracy, Human Rights and Labor, Department of State.  
DEPIRRO, Velia, Ms., Political Counselor, Permanent Mission, Geneva.

GORMLY, Sarah, Ms., Labor Economist, Division of Foreign Economic Research, Bureau of International Labor Affairs, Department of Labor.

GUTHRIE-CORN, Jeri, Ms., Deputy Director, Office of Technical Specialized Agencies, Bureau of International Organization Affairs, Department of State.

KRUGLIKOVA, Kira, Ms., First Secretary, Permanent Mission, Geneva.

LEVIN, Matthew, Mr., Attorney Adviser, Division of Labor-Management Laws, Solicitor's Office, Department of Labor.

MITTELHAUSER, Mark, Mr., Deputy Director, Office of International Labor Affairs, Bureau of Democracy, Human Rights and Labor, Department of State.

MISNER, Julia E., Ms., Assistant Director, Office of International Organizations, Bureau of International Labor Affairs, Department of Labor.

RASA, Tanya, Ms., International Program Officer, International Child Labor Program, Bureau of International Labor Affairs, Department of Labor.

WITT, Steven F., Mr., Deputy Assistant Secretary, Occupational Safety and Health Administration, Department of Labour.

#### **Employers' Delegate**

POTTER, Edward E., Mr., Director, Global Labor Relations, Coca-Cola Company; International Labor Counsel, US Council for International Business.

#### *Adviser and substitute delegate*

GOLDBERG, Ronnie L., Ms., Executive Vice President and Senior Policy Officer, US Council for International Business.

#### *Advisers*

BILLER, Joel, Mr., Senior Vice President, Manpower Inc.

CHENGALUR, Soma, Ms., Director, HSE Federal Policy, Eastman Kodak Company.

EASTMAN, Michael, Mr., Director, Labor Law Policy, US Chamber of Commerce.

MARCULEWICZ, Stefan Jan, Mr., Partner, Miles & Stockbridge P.C.

SPENCER, Linda Z., Ms., Legal Counsel, Coca-Cola Company.

TAUBITZ, Michael A., Mr., Global Regulatory Liaison, General Motors Corporation.

SULLIVAN, Stewart, Mr., ECO, Social Policy Considerations.

#### **Workers' Delegate**

ZELLHOEFER, Jerald A., Mr., AFL-CIO European Representative.

#### *Advisers*

SWEENEY, John J., Mr., President, AFL-CIO.

AVENDANO, Ana, Ms., Associate General Counsel and Director, Immigrant Worker Program, AFL-CIO.

FOX, Sarah, Ms., Attorney, Bredhoff & Kaiser.

HERNSTADT, Owen, Mr., Director, Trade and Globalization, International Association of Machinists and Aerospace Workers.

SCHANTZ, Penny, Ms., AFL-CIO European Office.

SEMINARIO, Peg, Ms., Director, Occupational Safety and Health Department.

SHAILOR, Barbara, Ms., Executive Director, American Center for International Labor Solidarity.

SPAULDING, Alan, Mr., Chairman, International Affairs Committee, Change to Win Federation.

#### *Persons appointed in accordance with Article 2, paragraph 3(i)*

KAMBERIS, Harry, Mr., Senior Adviser, American Center for International Labor Solidarity.

SWEENEY, Maureen, Ms., AFL-CIO.

### **Ethiopie Ethiopia Etiopía**

#### *Minister attending the Conference*

ABDELLA, Hassen, Mr., Minister of Labour and Social Affairs.

#### **Government Delegates**

YIMER, Fisseha, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

SIAMREGN, Bekele, Mr., Head, International Relations Team, Ministry of Labour and Social Affairs.

#### *Advisers*

MITIKU, Getaneh, Mr., Head, Industrial Relations Department, Ministry of Labour and Social Affairs.

MENGESHA, Seleshi, Mr., Counsellor, Permanent Mission, Geneva.

HAILE, Abebe, Mr., Head, Civil Service Reform Office, Ministry of Labour and Social Affairs.

SHIKETA, Aklilu, Mr., First Secretary, Permanent Mission, Geneva.

#### **Employers' Delegate**

ZEWDE, Teshome, Mr., President, Ethiopian Employers' Federation.

#### *Adviser*

YIMER, Tadele, Mr., Secretary General, Ethiopian Employers' Federation.

#### **Workers' Delegate**

FOLO, Kassahun, Mr., President, Confederation of Ethiopian Trade Union.

#### *Adviser*

GARED, Mulu, Mr., Head, Foreign Relations Sector, Confederation of Ethiopian Trade Union.

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**Fidji Fiji Fiji**

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*Minister attending the Conference*

DATT, Krishna, Mr., Minister for Labour industrial Relations and Productivity.

**Government Delegates**

MAHARAJ, Vimlesh, Mr., Acting Deputy Secretary.  
KURUDUADUA, Sainivalati, Mr., Principal Labour Officer.

**Employers' Delegate**

NIRANJAN, Sangeeta, Mrs., President, Fiji Employers Federation.

*Advisers*

WARADI, Taido, Mr., President, Fiji Chamber of Commerce & Industry.  
ROBERTS, Kenneth, Mr., Chief Executive Officer, Fiji Employers Association.

**Workers' Delegate**

ANTHONY, Felix, Mr., National Secretary, Fiji Trades Union Congress.

*Adviser*

NAMUDU, Maika, Mr.

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**Finlande Finland Finlandia**

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*Minister attending the Conference*

FILATOV, Tarja, Ms., Minister of Labour.

*Persons accompanying the Minister*

HIMANEN, Vesa, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
LEHTO-KOMULAINEN, Katja, Ms., Adviser to the Minister, Ministry of Labour.

**Government Delegates**

SALMENPERÄ, Matti, Mr., Director, Ministry of Labour.  
KANGASHARJU, Riitta, Ms., Ministerial Adviser, Ministry of Labour.

*Advisers and substitute delegates*

MATTILA, Satu, Ms., Minister Councillor, Permanent Mission, Geneva.  
MODEEN, Stina, Ms., Councillor, Permanent Mission, Geneva.

*Advisers*

HURMALAINEN, Mikko, Mr., Director-General, Ministry of Social Affairs and Health.  
LAMBERG, Matti E., Mr., Ministerial Counsellor, Ministry of Social Affairs and Health.  
PARTINEN, Ritva, Ms., Senior Officer, Ministry of Social Affairs and Health.  
SAASTAMOINEN, Liisa, Ms., Administrator, Legal Affairs, Ministry of Labour.  
KRÖGER, Tarja, Ms., Senior Adviser, Legislative Affairs, Ministry of Labour.  
BRUUN, Niklas, Mr., Professor, Swedish School of Economics and Business Administration.  
HEINONEN, Liisa, Ms., Senior Adviser, Legal Affairs, Ministry of Labour.

*Other persons attending the Conference*

ESSAYAH, Sari, Ms., Member, Employment and Equality Committee, Parliament.  
MUSTAJÄRVI, Markus, Mr., Member, Employment and Equality Committee, Parliament.  
RÖNNI, Tero, Mr., Member, Employment and Equality Committee, Parliament.  
YLÄ-MONONEN, Jaana, Ms., Member, Employment and Equality Committee, Parliament.  
BÄCKSTÖM, Ritva, Ms., Council to the Committee of Employment and Equality, Parliament.

**Employers' Delegate**

RISKI, Seppo, Mr., Director, Confederation of Finnish Industries EK.

*Adviser and substitute delegate*

SAJAVAARA, Anu, Ms., Legal Adviser, Confederation of Finnish Industries EK.

*Advisers*

KAUKINEN, Kari, Mr., Chief Medical Officer, Confederation of Finnish Industries EK.  
HIETALA, Harri, Mr., Director-General, Employers' Association TIKLI.

**Workers' Delegate**

VALKONEN, Marjaana, Ms., Director for International Affairs, Central Organization of Finnish Trade Unions SAK.

*Adviser and substitute delegate*

AHOKAS, Heli, Ms., Head of Collective Bargaining, Finnish Confederation of Salaried Employees STTK.

*Advisers*

KOUSA, Risto, Mr., Head of International Affairs, Finnish Confederation of Salaried Employees STTK.  
BJÖRKBACKA, Pia, Ms., International Secretary, Confederation of Unions for Academic Professionals in Finland AKAVA.

## France France Francia

### *Ministre assistant à la Conférence*

LARCHER, Gérard, M., Ministre délégué à l'Emploi, au Travail et à l'Insertion professionnelle des Jeunes.

### *Personne accompagnant le Ministre*

RIPERT, Jean-Maurice, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

AMELINE, Nicole, Mme, Ancien Ministre; Déléguée au Conseil d'administration du BIT.

BOISNEL, Marc, M., Administrateur civil hors classe; Délégué suppléant au Conseil d'administration du BIT.

### *Conseillers techniques et délégués suppléants*

GIACOMINI, Marc, M., Représentant permanent adjoint, Mission permanente, Genève.

TROGRLIC, Jean-François, M., Conseiller pour les Affaires sociales, Mission permanente, Genève.

### *Conseillers techniques*

CONTINI, Laurent, M., Sous-directeur des Affaires économiques, Direction des Nations Unies et des Organisations internationales, Ministère des Affaires étrangères.

LECLERC, Agnès, Mme, Déléguée aux Affaires européennes et internationales, Ministère de l'Emploi, de la Cohésion sociale et du Logement.

DELMER, Emmanuelle, Mme, Sous-direction des Affaires économiques, Direction des Nations Unies et des Organisations internationales, Ministère des Affaires étrangères.

RENOUL, Patricia, Mme, Conseiller, Mission permanente, Genève.

COENT, Marie-Christine, Mme, Chef du Bureau des Affaires multilatérales, Délégation aux Affaires européennes et internationales, Ministère de l'Emploi, de la Cohésion sociale et du Logement.

TAHERI, Mazyar, M., Chargé de mission, Délégation aux Affaires européennes et internationales, Ministère de l'Emploi, de la Cohésion sociale et du Logement.

PARRA, Carine, Mme, Chargée de mission, Délégation aux Affaires européennes et internationales, Ministère de l'Emploi, de la Cohésion sociale et du Logement.

CRANDAL, Jean-Michel, M., Adjoint au Sous-Directeur des Droits des Salariés, Direction des Relations du Travail, Ministère de l'Emploi, de la Cohésion sociale et du Logement.

RICOCHON, Michel, M., Chef de la Mission d'Animation des Services déconcentrés, Direction des Relations du Travail, Ministère de l'Emploi, de la Cohésion sociale et du Logement.

VILLA, Magali, Mlle, Chargée d'études, Sous-Direction des Conditions de travail, Direction des Relations du Travail, Ministère de l'Emploi, de la Cohésion sociale et du Logement.

MOUSSAT, Alain, M., Chef, Bureau de l'Inspection du Travail Maritime, Direction des Affaires maritimes, Ministère des Transports, de l'Équipement, du Tourisme et de la Mer.

DELAFOSSÉ, Gérard-Alain, M., Chargé des Questions juridiques, Direction des Affaires économiques et sociales, Ministère de l'Outre-Mer.

THIERRY, Michel, M., Inspecteur général des Affaires sociales, Ministère de l'Emploi, de la Cohésion sociale et du Logement.

### *Personne désignée en conformité avec l'article 2, alinéa 3 i)*

MATHIEU, Nathalie, Mme, Mission permanente, Genève.

### **Délégué des employeurs**

BOISSON, Bernard, M., Conseiller, Mouvement des Entreprises de France (MEDEF).

### *Conseiller technique et délégué suppléant*

ROILAND, Marie-Paule, Mme, Directrice des Affaires européennes et internationales, Union des Industries Métallurgiques et Minières (UIMM).

### *Conseillers techniques*

ANDRIEU, Françoise, Mme, Membre, Commission sociale de la CGPME.

BUET, Nathalie, Mme, Chargée de mission, Direction de la Protection sociale, MEDEF.

FAUCHOIS, Marie-Christine, Mme, Directrice de la Sécurité sociale, UIMM.

FOULON, Chantal, Mme, Directeur adjoint, Direction des Relations du Travail, MEDEF.

GUY, Monique, Mme, ASTAS.

JULIEN, Emmanuel, M., Directeur adjoint, Direction des Relations du Travail, MEDEF.

PATINET, Didier, M., Directeur Emploi, UIMM.

### *Personne désignée en conformité avec l'article 2, alinéa 3 i)*

LEVESQUE, Alexia, Mme, Affaires européennes et internationales, UIMM.

### **Délégué des travailleurs**

PECHEROT, Lisa, Mme, Secrétaire permanent, Service International et Europe, CFTD.

### *Conseiller technique et délégué suppléant*

VIDET, Martial, M., Secrétaire confédéral, CFTD.

### *Conseillers techniques*

BLONDEL, Marc, M., Ex-Secrétaire général de la CGT-FO, Membre adjoint du Conseil d'administration du BIT.

VEYRIER, Yves, M., Secrétaire confédéral (secteur international-Europe), CGT-FO.

JOUBIER, Jean-Michel, M., Conseiller confédéral, CGT.

LE BRIS, Mariannick, Mme, Conseillère confédérale, CGT.

JULIA, Christian, M., Président, FNEMA CFE-CGC,  
Fédération nationale des Métiers de l'Aérien.  
TRICOCHÉ, Jean-Claude, M., Secrétaire général, UNSA.  
COULON, Pierre-Jean, M., Correspondant Europe, CFTC.

*Personnes désignées en conformité avec  
l'article 2, alinéa 3 i)*

OLIVIER, Dominique, M., CFDT.  
LECOIN, Laurent, CFDT.  
GARRIDO, Raquel, Mme, CGT-FO.

*Autres personnes assistant à la Conférence*

GENDRE, Pierre, M., CGT-FO.  
BEKAMBA, Jean-Louis, M., CGT-FO.

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## Gabon

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*Ministre assistant à la Conférence*

BITOUGAT, Christiane, Mme, Ministre du Travail et de  
l'Emploi.

*Personne accompagnant le Ministre*

TONDA, Patrice, M., Ambassadeur, Représentant  
permanent, Mission permanente, Genève.

### Délégués gouvernementaux

MOULOMBA NZIENGUI, M., Conseiller du Ministre du  
Travail et de l'Emploi.  
BIVEGHE NDOUTOUME, Jean François, M., Directeur  
général du Travail, de la Main-d'œuvre et de l'Emploi.

*Conseillers techniques*

NZOGHO-MINTSA, NÉE NDOMBI, Marie José, Mme,  
Conseiller du Ministre du Travail et de l'Emploi.  
NAMBO WEZET, Guy, M., Inspecteur général de  
l'Hygiène et de la Médecine du travail.  
OYONO NGOMO, Henri Jacob, M., Directeur général,  
Office national de l'Emploi.  
ANGONE ABENA, Mme, Conseiller, Mission  
permanente, Genève.  
PAMBO, Joseph, M., Directeur des Relations  
internationales, Ministère du Travail et de l'Emploi.

### Délégué des employeurs

AWASSI ATSIMADJA, Félicité, Mme, Représentante,  
Confédération patronale gabonaise (CPG).

*Conseillers techniques*

EVOUNA, Francis, M., Président, Confédération  
gabonaise du Patronat (CGP).  
TCHOUA, Jean Pierre, M., Président, Confédération  
nationale du Patronat gabonais (CNPG).

### Délégué des travailleurs

ALLINI, Martin, M., Secrétaire général, Confédération  
syndicale gabonaise (COSYGA).

*Conseillers techniques et délégués suppléants*

MOUSSAVOU, Etienne, M., Secrétaire général, CGT-FL.  
MASSALA BILOUKA, Yolande, Mme, Union des  
Syndicats de l'Administration publique (USAP).

*Conseillers techniques*

MBOU MBINE, Aloïse, M., Confédération démocratique  
des Syndicats autonomes (CDSA).  
NTOUGHE, Claude Bernard, M., CSG.  
LELIKA, Francine Stéphanie, Mme, CSG.  
MEBIAME EVOUNG, Léon, M., EN SY TG.  
MOUSSAVOU, Moussavou, M., UTG.  
ELLA NTSONG, Jacques, M., Confédération de  
l'Infrastructure et de l'Équipement (COSINEQ).

*Personnes désignées en conformité avec  
l'article 2, alinéa 3 i)*

FOUTOU, Nicole, Mme, COSYGA.  
ENGONE, Augustin, M., UGSR.  
NZIHOU MANGUILA, M., UGSR.  
NSIAMA-ONTSIA, Jeannette, Mme, Intersyndicale.

*Autres personnes assistant à la Conférence*

MAVIOGA, César, M., CGT-FL.  
BABIKA-BE-MBOUNDOU, Eléonore, Mme, CGT-FL.  
BIBALOU M'FOUBOU, Béatrice, Mme, CGT-FL.  
ILAHOU, Pierre, M., CGT-FL.  
MOUGOULA, Benoît Jacquard, M., CGT-FL.

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## Géorgie Georgia Georgia

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### Government Delegate

GIORGIOBIANI, Irakli, Mr., Deputy Minister of Labour,  
Health and Social Protection.

### Employers' Delegate

MELADZE, Elguja, Mr., President, Employers'  
Association of Georgia.

*Advisers and substitute delegates*

SKHVITARIDZE, Mamuka, Mr., President, Georgian  
Employers' Association, Vice President, "Architravi"  
Ltd.  
JAPARIDZE, Dimitri, Mr., Director, Competitiveness and  
Innovations Centre.

*Advisers*

SURGULADZE, Maka, Mr., Owner, "Architravi" Ltd.  
CHKEIDZE, Nato, Mr., Director, "Ilion" Ltd.  
KURDADZE, Giorgi, Mr., Manager, "Ilion" Ltd.

MAMUCHADZE, Malkhaz, Mr., Manager, "Euroscan" Ltd.

ABULADZE, Zviold, Mr., Director, "Sanclanning".

MEGRELIDZE, Levan, Mr., Director, "Hydrous of Western Georgia".

*Person appointed in accordance with Article 2, paragraph 3(i)*

MIKELASHVILI, Nana, Mr., Director, "N Management Consulting".

### **Workers' Delegate**

PETRIASHVILI, Irakli, Mr., President, Georgian Trade Unions Confederation.

#### *Advisers*

JUGELI, Nono, Ms., Translator.

GHONIASHVILI, Malkhaz, Mr., Head, "Telasi" Trade Union.

PANTSULAIA, Valeri, Mr., PR Advisor.

## **Ghana**

#### *Ministers attending the Conference*

ADDA, Joseph Kofi, Mr., Minister of Manpower, Youth and Employment.

ABUBAKAR, Saddique Boniface, Mr., Minister of Manpower, Youth and Employment.

#### *Person accompanying the Minister*

BAWUAH-EDUSEI, Kwame, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### **Government Delegates**

ARCHER, Samuel Okoampah, Mr., Director, Policy Planning, Monitoring and Evaluation, Ministry of Manpower, Youth and Employment.

ABLO, Mawutor Kwaku, Mr., Deputy Director, Policy Planning, Monitoring and Evaluation, Ministry of Manpower, Youth and Employment.

#### *Advisers*

OKOH, Paul, Mr., Chairman, Parliamentary Select Committee on Employment, Social Welfare and State Enterprises.

AMADU, Mary Imelda, Mrs., Director, Department of Social Welfare, Ministry of Manpower, Youth and Employment.

SENCHEREY, Anna Nyarko, Ms., Principal Labour Officer, Labour Department, Ministry of Manpower, Youth and Employment.

CHIGABALTIA, Smart, Mr., Executive Secretary, Secretary Civil Servants Association.

ADDY, Benjamin Nathaniel Onyaa, Mr., Acting Chief Inspector of Factories, Department of Factories

Inspectorate, Ministry of Manpower, Youth and Employment.

KUGBLENU, Charles, Mr., Head, Child Labour Desk.

KABA, Clement, Mr., National Co-ordinator, National Youth Employment Programme.

ALOMATU, Matilda Aku, Ms., First Secretary, Permanent Mission, Geneva.

RICHTER, Doris, Mrs., First Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

MENSA, Charles, Mr., President, Ghana Employers' Association (GEA), Resident Director of Valco.

#### *Advisers*

ARYEE, Joyce R., Ms., Vice-President, Chief Executive Officer, Ghana Chamber of Mines.

ANANG, Rose Karikari, Mrs., Executive Director, GEA.

ATTA PAIDOO, Henry, Mr., Director of Human Resource, Forestry Commission.

APPIAH-NKANSAH, Irene Stella, Mrs., Chief Officer, Human Resource Management, Ghana Telecom.

ANTERKYI, Gifty, Mrs., General Manager, Human Resource, Social Security and National Insurance Trust (SSNIT).

SEGBEFIA, Wisdom Kofi, Mr., General Manager, Administration, Ghana Ports and Harbours Authority.

DEGBOR, Kenneth D.Y., Mr., Administration, Human Resource Manager, Atlantic Ports Services Ltd.

HAJAR, Victoria M., Mrs., Managing Director, Atlantic Ports Services Ltd.

#### *Persons appointed in accordance with Article 2, paragraph 3(i)*

MENSAH BONSU, Eric, Mr., Training Manager, Volta River Authority.

KINGSLEY AMUAH, Joseph, Mr., Industrial Relations Manager, GEA.

HAGAN, Ellen, Mrs., Resident Director, L'Aine Services Ltd.

KYEREMATENG, Godfried, Mr., Director, Human Resource, Electricity Company of Ghana.

#### *Other persons attending the Conference*

YEBOAH, Georgina, Mrs., Head, Human Resource, Komfo Anokye Teaching Hospital.

NSIAH-ASARE, Anthony, Mr., Chief Executive, Komfo Anokye Teaching Hospital.

TAKYI ADEAKYE, Stephen, Mr., Acting Human Resource Manager, Beverage Investments Chana Ltd.

### **Workers' Delegate**

ADU-AMANKWAH, Kwasi, Mr., Secretary General, Ghana Trade Union Congress (GTUC).

#### *Adviser and substitute delegate*

DORKENOO, David Kwabla, Mr., Head, International Affairs Department, GTUC.

## Advisers

AKOTO, John Gameli, Mr., General Secretary, Health Service Workers Union, GTUC.  
BRIMPONG, John Kojo, Mr., National Chairman, Ghana Mines Workers' Union, GTUC.  
BAWADUAH, Charles, Mr., Legal and Industrial Relations Officer, GTUC.  
MENSAH, Emmanuel Amstrong, Mr., General Secretary, General Transport, Petroleum and Chemical Workers Union, GTUC.  
KOTEI ASHALLEY, Solomon Steven, Mr., Deputy General Secretary (Admin.), Industrial and Commercial Workers Union.

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## Grèce Greece Grecia

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### *Ministre assistant à la Conférence*

TSITOURIDIS, Savas, M., Ministre de l'Emploi et de la Protection sociale.

### *Personnes accompagnant le Ministre*

VERROS, Franciscos, M., Ambassador, Représentant permanent, Mission permanente, Genève.  
VAROUXAKIS, Sotirios, M., Ambassadeur, Conseiller au Cabinet du Ministre.  
SAMARAS, Panayiotis, M., Cabinet du Ministre.

### Délégués gouvernementaux

GIAKOUMATOS, Gerassimos, M., Secrétaire d'Etat de l'Emploi et de la Protection sociale.  
CAMBITSIS, Andreas, M., Ministre-Conseiller, Mission permanente, Genève.

### *Conseillers techniques et délégués suppléants*

KONTOS, Dimitrios, M., Secrétaire général, Ministère de l'Emploi et de la Protection sociale.  
TSOUTSOPLIDIS, Konstantinos, M., Secrétaire général pour la Gestion des fonds communautaires.  
TSILLER, Fotini, Mme, Directrice, Direction des Relations internationales, Ministère de l'Emploi et de la Protection sociale.  
CHRYSANTHOU, Eudokia, Mme, Chef, Section des Relations avec l'OIT, Direction des Relations internationales, Ministère de l'Emploi et de la Protection sociale.

### *Conseillers techniques*

ANALYTIS, Nikolaos, M., President, Comité économique et social.  
TSOUMANI, Evgenia, Mme, Secrétaire générale, Secrétariat général de l'Égalité des Sexes.  
KOUKOULES, Georgios, M., Président, Organisme de Médiation et d'Arbitrage.  
STAVROU, Stavros, M., Délégué au Conseil d'administration du BIT.

PEDIOTOU BOUGA, Irini, Mme, Directrice générale de l'Assistance administrative, Ministère de l'Emploi et de la Protection sociale.  
BOUBOPOULOS, Georgios, M., Commandant, HCG, Ministère de la Marine marchande.  
KYRIAKOU, Styliani, Mme, Attachée, Mission permanente, Genève.  
PETINIS, Konstantinos, M., Inspecteur spécial, Corps des Inspecteurs du travail, Ministère de l'Emploi et de la Protection sociale.  
PISSIMISSI, Stamatina, Mme, Chef de section, Direction des Conditions de travail, Ministère de l'Emploi et de la Protection sociale.  
MYLONAS, Emmanouil, M., Chef de section, Direction des Termes de travail, Ministère de l'Emploi et de la Protection sociale.  
GKOUVA, Myrto, Mme, Fonctionnaire, Direction des Relations internationales, Ministère de l'Emploi et de la Protection sociale.  
MOIROU, Aggeliki, Mme, Fonctionnaire, Direction des Conditions de travail, Ministère de l'Emploi et de la Protection sociale.

### Délégué des employeurs

DASKALOPOULOS, Dimitrios, M., Président, Fédération des industries grecques.

### *Conseiller technique et délégué suppléant*

CHARAKAS, Charilaos, M., Conseiller juridique, Fédération des industries grecques.

### *Conseillers techniques*

KARELLAS, Panayis, M., Président, Association commerciale d'Athènes.  
BARDANI, Irini, Mme, Conseillère, Fédération des industries grecques.  
KOUTSIVITOU, Anastasia, Mme, Conseillère, Fédération des industries grecques.  
ZOULOVICH, Margarita, Mme, Secrétaire générale, Association commerciale d'Athènes.  
KAKALIOURA, Virginia, Mme, Conseillère, Fédération des industries grecques.  
GIANNOPOULOS, Vasilios, M., Délégué, Confédération des petits et moyens Entrepreneurs, Artisans et Commerçants.  
DRIKOS, Georgios, M., Délégué, Confédération des petits et moyens Entrepreneurs, Artisans et Commerçants.

### *Personne désignée en conformité avec l'article 2, alinéa 3 i)*

AGGELOPOULOU, Katerina, Mme, Conseillère, Fédération des Industries grecques.

### Délégué des travailleurs

POLYZOGOPOULOS, Christos, M., Président, Confédération générale des Travailleurs de Grèce.

### *Conseillers techniques et délégués suppléants*

LANARA-TZOTZE, Zoe, Mme, Secrétaire, Relations internationales, Confédération générale des Travailleurs de Grèce.  
DASSIS, Georgios, M., Secrétaire, Relations internationales, Institut du Travail, Confédération générale des Travailleurs de Grèce.

### *Conseillers techniques*

DELIYIANNAKIS, Theodoros, M., Conseiller juridique, Confédération générale des Travailleurs de Grèce.  
KOLEVENTIS, Fotis, M., Membre, Administration de la Confédération générale des Travailleurs de Grèce.  
TACHMATZIDIS, Dimitrios, M., Membre, Administration de la Confédération générale des Travailleurs de Grèce.  
KARATHANASIS, Leonidas, M., Membre, Administration de la Confédération générale des Travailleurs de Grèce.  
PONTIKOS, Georgios, M., Vice-président, Institut de Travail, Confédération générale des Travailleurs de Grèce.  
TACHTALIDOU, Konstantina, Mme, Membre, Comité exécutif, Fédération d'Industrie Textile.

### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

KRATIMENOU, Vassiliki, Mme, Relations internationales, Confédération générale des Travailleurs de Grèce.  
PSAROYIANNI, Kyriaki, Mme, Relations internationales, Confédération générale des Travailleurs de Grèce.  
PECHLIVANIDOU, Evangelia, Mme, Relations internationales, Confédération générale des Travailleurs de Grèce.  
PETROPOULOU, Ioulia, Mme, Relations internationales, Confédération générale des Travailleurs de Grèce.

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## **Guatemala**

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### *Ministro asistente a la Conferencia*

GALLARDO FLORES, Jorge Francisco, Sr., Ministro de Trabajo y Previsión Social.

### **Delegados gubernamentales**

COLMENARES ARANDI, Rodolfo, Sr., Primer Viceministro de Trabajo y Previsión Social.  
MARTÍNEZ ALVARADO, Carlos Ramiro, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

### *Consejeros técnicos*

CHAVEZ BIETTI, Angela María, Sra., Ministro Consejero, Misión Permanente, Ginebra.  
URRUELA, Soledad, Sra., Segunda Secretaria, Misión Permanente, Ginebra.

ARROYAVE PRERA, Carlos José, Sr., Primer Secretario, Misión Permanente, Ginebra.  
HOCHSTETTER SKINNER-KLEE, Stephanie, Sra., Consejero, Misión Permanente, Ginebra.  
MARTÍNEZ GALINDO, Ingrid, Sra., Primera Secretaria y Consul, Misión Permanente, Ginebra.  
BARRIOS MONZÓN, Sulmi Leticia, Sra., Primera Secretaria, Misión Permanente, Ginebra.

### *Otras personas que asisten a la Conferencia*

CABRERA HURTARTE, Jorge Gonzalo, Sr., Magistrado Vocal II, Corte Suprema de Justicia.  
ZEA SIERRA, Otto Ely, Sr., Honorable Congreso de la República.  
MORALES MORALES, Carlos Humberto, Sr., Honorable Congreso de la República.  
RODRÍGUEZ LARA, Edgar Leonel, Sr., Honorable Congreso de la República.  
ALFARO ALVARADO, Jorge Roberto, Sr., Honorable Congreso de la República.  
GODOY FLORIÁN, Carlos Alberto, Sr., Honorable Congreso de la República.  
SALAZAR MIRÓN, Angel Mario, Sr., Honorable Congreso de la República.  
ORELLANA CALLEJAS, Noé Alberto, Sr., Honorable Congreso de la República.  
GONZÁLES GÓMEZ, Salvador Raymundo, Sr., Honorable Congreso de la República.  
SANDOVAL MARTÍNEZ, Abel, Sr., Honorable Congreso de la República.

### **Delegado de los empleadores**

RICCI MUADI, Guido Domenico, Sr., Comité Coordinador, Asociaciones Agrícolas, Comerciales, Industriales y Financieras (CACIF).

### *Consejero técnico y delegado suplente*

VALENZUELA HERRERA, Augusto, Sr., CACIF.

### *Consejero técnico*

FIGUEROA PÉREZ, Rolando, Sr., CACIF.

### **Delegado de los trabajadores**

LACS PALOMO, Adolfo, Sr., Federación Sindical de Empleados Bancarios y Seguros.

### *Consejero técnico y delegado suplente*

MESÍAS, Arturo, Sr., Federación Nacional de Sindicatos de Trabajadores del Estado de Guatemala.

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## **Guinée    Guinea    Guinea**

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### *Ministre assistant à la Conférence*

KEIRA, Alpha Ibrahima, M., Ministre de l'Emploi et de la Fonction publique.



### *Personnes accompagnant le Ministre*

DIALLO, Boubacar, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
KABA, Arafan Kabiné, M., Conseiller chargé des Affaires politiques, Mission permanente, Genève.

#### **Délégués gouvernementaux**

KANTE, Moussa, M., Directeur national adjoint de l'Emploi et de la Réglementation du Travail.  
DOUMBOUYA, Mamady, M., Inspecteur général du Travail.

#### *Conseillers techniques*

DIAKITE, Kanny, Mme, Directrice nationale de la Protection sociale.  
SOUMAH, Mamady Sam, M., Directeur général, Office national de Formation et de Perfectionnement professionnel.  
TOURE, Mame Penda, Mme, Directrice générale, Agence guinéenne de Promotion de l'Emploi.  
DIALLO, Elhadj Saïdou, M., Directeur général, Caisse nationale de Sécurité sociale.  
BARRY, Kadiatou Marly, Mme, Chef, Service des Accidents du Travail et des Maladies professionnelles.  
TALL, Astou, Mme, Chef, Division des Ressources humaines, Caisse nationale de Sécurité sociale.

#### **Délégué des employeurs**

DABO, Abdoulaye Dima, M., Chargé des Organisations internationales, Promotion/Echanges et Dialogue social, Conseil national du Patronat guinéen (CNPG).

#### *Conseillers techniques*

SYLLA, Mamadou, M., Président, CNPG.  
DIALLO, Youssouf, M., Vice-président, délégué CNPG.  
CAMARA, Salifou, M., Vice-président, délégué CNPG.  
DOUMBOUYA, Mohamed Dorval, M., Secrétaire exécutif, FOPAO.

#### **Délégué des travailleurs**

BANGOURA, Keïta Magbé, Mme, Secrétaire générale, Confédération guinéenne des Syndicats libres de Guinée (CGSL).

#### *Conseillers techniques*

DIALLO, Hadja Rabiadou Serah, Mme, Secrétaire générale, Confédération nationale des travailleurs de Guinée (CNTG).  
FOFANA, Elhadj Ibrahima, M., Secrétaire général, Union syndicale des Travailleurs de Guinée (USTG).  
DIALLO, Ahmadou, M., Premier Secrétaire adjoint, Chargé des Relations extérieures, CNTG.  
TOURE, Yamodou, M., Secrétaire général, Organisation nationale des Syndicats libres de Guinée (ONSLG).  
MARA, Mamadou, M., Secrétaire général, Union générale des Travailleurs de Guinée (UGTG).  
DIAWARA, Idrissa, M., Président, Bureau exécutif national, Syndicat indépendant des Forces ouvrières de Guinée (SIFOG).

BALDE, Abdoulaye, M., Secrétaire général, Union démocratique des Travailleurs de Guinée (UDTG).  
CAMARA, Kalagban, M., Secrétaire général, Fédération nationale des Travailleurs de Bars, Restaurants et Hôtels (CGSL).

#### *Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

SOUMAH, Louis M'Bemba, M., Secrétaire général adjoint, USTG.  
DIALLO, Mariama Penda, Mme, Secrétaire à la Solidarité et aux Relations internationales, USTG.  
FOFANA, Aboubacar Malick, M., Secrétaire à l'Organisation et à la Communication, Bureau exécutif, SIFOG.  
CAMARA, Ibrahima Sory, M., Secrétaire exécutif, UGTG.

#### *Autres personnes assistant à la Conférence*

SOUMAH, Almamy, M., Secrétaire en charge des questions de Normes internationales du Travail, UFTG.  
TOURE, Fodé Khadiata Môdou, M., Secrétaire exécutif chargé de l'Education ouvrière, Confédération générale des Travailleurs de Guinée (CGTG).  
KEITA, Ibrahima Sory, M., Secrétaire chargé des Conflits, CGTG.  
BALDE, Hassane, M., Secrétaire à la Jeunesse, UDTG.  
DIANE, Aminata, Mme, Secrétaire chargée des Questions féminines, UDTG.

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## **Guinée-Bissau    Guinea-Bissau Guinea-Bissau**

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#### **Délégués gouvernementaux**

COSTA, Carlos, M., Ministre de la Fonction publique et du Travail.  
SILVA DOS SANTOS, Alexandre, M., Directeur général a.i., Travail, Emploi et Formation professionnelle.

#### *Conseiller technique*

ALBERTO, Augusto, M., Directeur, Responsable question OIT-MFPT.

#### *Autre personne assistant à la Conférence*

MONTEIRO DIAS, Ligia, Mme, Directrice générale, Institut national de la Prévoyance sociale.

#### **Délégué des employeurs**

ISMEDI INCADA, Abel, M., Vice-Président, Chambre de Commerce, Industrie et Agriculture (CCIA).

#### *Conseiller technique*

PINTO, Jorge, M., Membre, Direction CCIA.

### **Délégué des travailleurs**

LIMA DA COSTA, Desajado, M., Secrétaire général,  
Union national des Travailleurs (UNTG).

#### *Conseillers techniques*

CORREIA LANDIM, Leonardo, M., Membre, Conseil  
national, UNTG.

CAMARÁ, Sello, M., Membre, Secrétariat national,  
Confédération générale des Syndicats indépendants  
(CGSI-GB).

CORREIA, Jorge António, M., Secrétaire adjoint, Culture  
et Sports, CGSI-GB.

MENDES, André, M., Secrétaire adjoint, Relations  
extérieures, CGSI-GB.

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## **Guyana**

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### **Government Delegates**

BISNAUTH, Dale, Mr., Minister of Labour, Human  
Services and Social Security.

AKEEL, Mohamed A., Mr., Chief Labour Officer,  
Ministry of Labour, Human Services and Social  
Security.

### **Employers' Delegate**

PETAM, Jairam, Mr., Industrial Relations Director,  
Guyana Sugar Corporation.

### **Workers' Delegate**

DUNCAN, Carvil, Mr., General Secretary, Guyana Labour  
Union.

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## **Honduras**

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#### *Ministro asistente a la Conferencia*

CARDONA VALLE, Dario Roberto, Sr., Vice Ministro  
del Trabajo.

### **Delegados gubernamentales**

ZAPATA, Benjamín, Sr., Embajador, Representate  
Permanente, Misión Permanente, Ginebra.

BU FIGUEROA, Gracibel, Sra., Consejero Encargada de  
Negocios, Misión Permanente, Ginebra.

#### *Consejeros técnicos*

PONCE TURCIOS, Jorge Augusto, Sr., Consejero  
Técnico, Asesor de la Secretaria de Estado.

PÉREZ, Mauricio, Sr., Agregado, Misión Permanente,  
Ginebra.

### **Delegado de los empleadores**

URTECHO LÓPEZ, Armando, Sr., Asesor, Consejo  
Hondureño de la Empresa Privada (COHEP).

#### *Consejeros técnicos*

CANAHUATI, Mario, Sr., Presidente, Consejo Hondureño  
de la Empresa Privada (COHEP).

SIERRA DE FONSECA, Vilma, Sra., Presidenta  
Ejecutiva, Fundación para la Inversión y Desarrollo de  
Exportaciones (FIDE).

### **Delegado de los trabajadores**

SALINAS ELVIR, Israel, Sr., Secretario General,  
Confederación Unitaria de Trabajadores de Honduras  
(CUTH).

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## **Hongrie Hungary Hungría**

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#### *Minister attending the Conference*

KORDÁS, László, Mr., Political State Secretary, Ministry  
of Employment and Labour.

#### *Person accompanying the Minister*

TISZA VÖLGYI, Judit, Ms., Interpreter.

### **Government Delegates**

HÉTHY, Lajos, Mr., Assistant Director-General, National  
Employment Service.

SZELEI KISS, Gyula, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

BÉKÉES, András, Mr., Head of Department, Ministry of  
Employment and Labour.

FÁRI, László, Mr., Deputy Head of Department, Ministry  
of Employment and Labour.

#### *Advisers*

BIHARY, Pál, Mr., Expert, Ministry of Employment and  
Labour.

HORVÁTH, István, Mr., Head of Department, Ministry of  
Employment and Labour.

KLEKNER, Péter, Mr., Chief Adviser to the Minister of  
Foreign Affairs, Prime Minister's Office.

LADÓ, Mária, Ms., Director, Ministry of Employment and  
Labour.

THÁR, Orsolya, Ms., Expert, Ministry of Employment and  
Labour.

BLAZSEK, Dóra, Ms., Second Secretary, Permanent  
Mission, Geneva.

AJÁN, Andrea, Ms., Adviser, Permanent Mission, Geneva.

### **Employers' Delegate**

ROLEK, Ferenc, Mr., Vice President, Confederation of  
Hungarian Employers and Industrialists.

### *Advisers and substitute delegates*

SZIRMAI, Péter, Mr., Co-President, National Association of Entrepreneurs and Employers.  
CSUPPORT, Antal, Mr., Managing Director, National Confederation of Companies for Strategic Services and Public Utilities.

#### *Advisers*

BOROSNÉ-BARTHA, Terézia, Mrs., International Director, Confederation of Hungarian Employers and Industrialists.  
TÓTH, Károly, Mr., Consultant, National Confederation of Companies for Strategic Services and Public Utilities.  
KOMORÓCZKI, István, Mr., Secretary, National Federation of General Consumer Co-operatives and Trade Associations.  
OLAY, Péterné, Mrs., Director, Hungarian Industrial Association.  
SZABADKAI, Antal, Mr., Secretary General, Union of Agrarian Employers.  
SZUCS, György, Mr., President, National Association of the Industrial Corporation.

#### *Person appointed in accordance with Article 2, paragraph 3(i)*

VÉRTES, János, Mr., Director, National Federation of Traders and Caterers.

#### **Workers' Delegate**

WITTICH, Tamás, Mr., President, National Confederation of Hungarian Trade Unions.

#### *Adviser and substitute delegate*

GYÖRGY, Károly, Mr., International Secretary, National Confederation of Hungarian Trade Unions.

#### *Advisers*

AGG, Géza, Mr., Expert, Cooperative Forum of Trade Unions.  
BORHIDI, Gábor, Mr., Member of the Board, Union of Agricultural and Forestry Workers.  
CZUGLERNÉ-IVÁNY, Judit, Mrs., Director of Human Rights and International Standards, National Federation of Workers' Councils.  
GASKÓ, István, Mr., President, Democratic League of Independent Trade Unions.  
GERGELY, Pál, Mr., Senior Expert, National Federation of Autonomous Trade Unions.  
HUSZTA, Krisztián, Mr., Expert, Democratic League of Independent Trade Unions.  
MÁTHÉNÉ-BERTÓK, Judit, Ms., Legal Adviser, Democratic League of Independent Trade Unions.

#### *Person appointed in accordance with Article 2, paragraph 3(i)*

TÓTH, Attila, Mr., Adviser, Confederation of Unions of Professionals.

## **Inde India India**

#### *Ministers attending the Conference*

RAO, K. Chandrasekhar, Mr., Minister for Labour and Employment.  
SAHU, Chandra Sekhar, Mr., Minister of State for Labour and Employment.  
SINGHAL, Mangat Ram, Mr., Labour Minister, State Government of Delhi.  
NAIK, Ganesh, Mr., Labour Minister, State Government of Maharashtra.  
NAIK, Pradipta Kumar, Mr., Labour Minister, Government of Orissa.

#### *Persons accompanying the Minister*

KUMAR, Dileep, Mr., Private Secretary to the Minister for Labour and Employment.  
MOHAN, Braj, Mr., Private Secretary to the Minister of State for Labour and Employment.

#### **Government Delegates**

SAHNI, K.M., Mr., Secretary (Labour and Employment).  
SINGH, J.P., Mr., Additional Secretary, Ministry of Labour and Employment.

#### *Advisers and substitute delegates*

SINGH, Swashpawan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
GROVER, M.S., Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

#### *Advisers*

MITTAL, K.K., Mr., Joint Secretary and Director-General, Employment and Training, Ministry of Labour and Employment.  
LAL, Manohar, Mr., Joint Secretary and DGLW, Ministry of Labour and Employment.  
SINGH, A.V., Mr., Director, Ministry of Labour and Employment.  
BHASKARAN, C.A, Mr., Director, Ministry of Labour and Employment.  
TRIVEDI, V.K., Mr., First Secretary, Permanent Mission, Geneva.  
DUBEY, Jaya, Mrs., Under Secretary, Ministry of Labour and Employment.

#### **Employers' Delegate**

BEHURIA, Sarthak, Mr., Chairman, Standing Conference of Public Enterprises (SCOPE).

#### *Advisers*

ANAND, I. P., Mr., Member, Governing Body of the ILO.  
DEWAN, S.M., Mr., Director-General, SCOPE.  
PATIL, Sharad, Mr., Secretary-General, Employers Federation of India (EFI).  
PANT, B.P., Mr., Council of Indian Employers (CIE).  
JIWARAJKA, Sushil Kumar, Mr., President, AIOE.

SEN, Amit Kumar, Mr., President, All India Manufacturers Organisation (AIMO).  
RAWAT, D.S., Mr., Secretary-General, ASSOCHAM.  
GARG, M.K., Mr., Senior Adviser, ASSOCHAM.

*Person appointed in accordance with Article 2, paragraph 3(i)*

SARKAR, Kalyan Kumar, Mr., Secretary-General, ICSI.

**Workers' Delegate**

DAVE, Hasmukhlal G., Mr., President, Bhartiya Mazdoor Sangh (BMS).

*Advisers*

RAMAN, Ravi, Mr., Member, BMS.  
ADYANTHAYA, N.M., Mr., Vice-President, Indian National Trade Union Congress (INTUC).  
TRIPATHI, R.D., Mr., Secretary, INTUC.  
ROYE, Swadesh Dev, Mr., National Secretary, Centre of Indian Trade Unions (CITU).  
THOMAS, Thampan, Mr., President, Hin Mazdoor Sabha (HMS).  
MAHADEVAN, H., Mr., Deputy General Secretary, All India Trade Union Congress (AITUC).  
SAHA, P. Sankar, Mr., General Secretary, United Trade Union Centre (LS).

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**Indonésie    Indonesia    Indonesia**

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*Minister attending the Conference*

SUPARNO, Erman, Mr., Minister of Manpower and Transmigration.

*Persons accompanying the Minister*

MU'IN SYAM, Muamir, Mr., Special Assistant to the Minister.  
SULISTYONO, Sulistyono, Mr., Assistant to the Minister.

**Government Delegates**

HERIAWAN SALEH, Harry, Mr., Secretary General of Ministry of Manpower and Transmigration.  
WIBISONO, Makarim, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

*Advisers and substitute delegates*

GUSTI MADE ARKE, I, Mr., Director General Overseas Employment Development MOMT  
TAMBUZAI, Muzni, Mr., Director-General, Industrial Relations Development and Social Security, Ministry of Manpower and Transmigration.  
M. HANARTANI, Myra, Mrs., Director-General of Domestic Employment Development, Ministry of Manpower and Transmigration.  
PUJA, I Gusti A.W., Mr., Ambassador, Deputy Permanent Representative, Permanent Mission, Geneva.

SINAGA, Tianggur, Ms., Senior Adviser, Inter-Institutions and International Affairs, Ministry of Manpower and Transmigration.

SUWARNA, Sutanta, Mr., Head, Centre for Administration of the International Cooperation (CAIC), Ministry of Manpower and Transmigration.

SOEMARNO, Sunu M., Mr., Minister Counselor, Permanent Mission, Geneva.

AGAH, Hariyadi, Mr., Deputy Director for International Organization Cooperation, Ministry of Manpower and Transmigration.

SOERJANATAMIHARDJA, Dicky, Mr., Deputy Director for Economic, Social and Culture Affairs, Direktorat for Human Right and Humanitarian, Ministry for Foreign Affairs.

*Advisers*

DAROJAT, E., Mr., Member, House of Representatives, Parliament.

SUTHISNA, H.M. Arsa, Mr., Member, House of Representatives, Parliament.

SYAUKANI, H., Mr., Head, Regent of Kutai Kartanegara.

A.J. SOFIHARA, Endin, Mr., Member, House of Representatives, Parliament.

KURNIAPUTRA, Oon, Mr., Head, Bureau of Planning, Ministry of Manpower and Transmigration.

SULISTYANINGSIH, Endang, Mrs., Director, Awareness Raising and Guidance, Ministry of Manpower and transmigration.

SOMANTRI, Acep, Mr., Second Secretary, Permanent Mission, Geneva.

*Persons appointed in accordance with Article 2, paragraph 3(i)*

SUGANDI, Gandi, Mr., Director, Industrial Labour Dispute Settlement, Ministry of Manpower and Transmigration.

WIDYATMOKO, Pungky, Mr., Director, Labour Inspection Empowerment, Ministry of Manpower and Transmigration.

WITJAKSONO, Guntur, Mr., Deputy Director of Bilateral Cooperation, CAIC, Ministry of Manpower and Transmigration.

CAHAYA SUMIRAT, Agung, Mr., Third Secretary, Permanent Mission, Geneva.

ULY BASANA, Abigail, Ms., Staff, Ministry for Foreign Affairs.

*Representatives of a State or Province*

EFENDI, Bachtiar, Mr., Head, House of Representatives, Kutai Kartanegara.

THAMRIN, H.M. Husni, Mr., Region Secretary, Kutai Kartanegara.

UMAR, H.M. Nasir, Mr., Head, Manpower and Transmigration Regional Office, Kutai Kartanegara.

YUNUS, H. Basran, Mr., Assistant to the Head, Kutai Kartanegara.

DIPODIPUTRO, Yudith, Ms., Senior Adviser for International Relations, Kutai Kartanegara.

RAHMAN, Ahendar, Mr., Head of Section of Child Norm Inspection Municipal Office, Kutai Kartanegara.

MEMPI, Desli, Mr., Staff, Municipal Office, Kutai Kartanegara.

### **Employers' Delegate**

RACHMAN, Hasanuddin, Mr., Chairman, Employers' Association of Indonesia.

#### *Advisers and substitute delegates*

MASRANA, Masrana, Mr., Astra International Co. Ltd.  
HARJONO, Harjono, Mr., Employers' Association of Indonesia.

#### *Advisers*

MARGONO, Hery, Mr., BPMIGAS.  
SURANTOKO, Surantoko, Mr., Pertamina E&P Co. Ltd.

#### *Persons appointed in accordance with Article 2, paragraph 3(i)*

NGATIJAN, Ngatijan, Mr., BPMIGAS.  
PALAMBA LEBANG, Onesimus, Mr., Cnooces Co. Ltd.  
HERAWAN WARGAKUSUMA, Virgadi, Mr., Kodeco Co. Ltd.  
WARDONO, Setyo, Mr., Pertamina E&P Co. Ltd

#### *Other persons attending the Conference*

ARMAN, Budi, Mr., BPMIGAS.  
JULIUS, Julius, Mr., Musim Mas, Co. Ltd., EAI.  
MOERTININGSIH, Lulianita, Mrs., BPMIGAS.  
HASANUDDIN, Rafida, Mrs., Employers' Association of Indonesia.  
ABDULLAH, Zaky, Mr., Employers' Association of Indonesia.  
WARMAN, Aditya, Mr., Astra International Co. Ltd.  
SETYONO, Hari, Mr., Exxon Mobil Co. Ltd.  
PRABOWO, Hari, Mr., Chevron Indonesia Co. Ltd  
WU CHAO HWANG, Joseph, Mr., Gikoko Kogyo Co. Ltd.  
MUCHTAR, Tjarda, Mr., The employers' Association of Indonesia  
YASAR, Iftida, Ms., The Employers' Association of Indonesia  
SAYAHRUDDIN, Denies, Mr., Employers' Association of Indonesia.

### **Workers' Delegate**

SILABAN, Rekson, Mr., Chairman, Confederation of Indonesian Prosperity Trade Union (CIPTU).

#### *Advisers and substitute delegates*

SANYOTO, Bismo, Mr., Head, Programme of CIPTU.  
TIWOW, Markus, Mr., Fesdikari Indonesian Prosperity Trade Union (IPTU).

#### *Advisers*

NASUTION, Latief, Mr., Confederation of All Indonesian's Trade Union  
POYUONO, F.X. Arief, Mr., Chairman, Unions of Public Sector.

#### *Persons appointed in accordance with Article 2, paragraph 3(i)*

H. DAVID, C., Mr., Confederation of All Indonesian's Trade Union.  
SARTO, Syukur, Mr., Confederation of All Indonesian's Trade Union.  
SIDABUTAR, Alboin, Mr., Chairman, International Affairs, Confederation of All Indonesian's Trade Union.  
SURYANA, Yayan, Mr., Program Officer Fesdikari IPTU.

#### *Other persons attending the Conference*

KARLAN, Karlan, Mr., Fesdikari IPTU.  
WIJAYANTARA, Satya, Mr., Secretary General of Unions of Public Sector.  
SYUKUR, Bambang, Mr., Member of Public Sector Watch.  
HAMZIRWAN, Hamzirwan, Mr., Kompas Newsletter Worker Association.  
ZAIDY, Achsin, Mr., Justice and United Trade Union.

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## **République islamique d'Iran Islamic Republic of Iran República Islámica del Irán**

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#### *Minister attending the Conference*

JAHROMI, Mohammad, Mr., Minister of Labour and Social Affairs.

#### *Persons accompanying the Minister*

MOAYERI, Alireza, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
AMIR HASAN KHANI, Mohammad Reza, Mr., Member, Islamic Consultative Assembly (Parliament).  
SAJADPOUR, Mohammad Kazem, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.  
MOHAMMAD HASHEM, Ahmad, Mr., Expert, Ministerial Office.  
ASADI AFSHAR, Abdolah, Mr., Expert, Ministerial Office.

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### **Government Delegates**

BAYAT MOKHTARI, Rashid, Mr., Counsellor, Permanent Mission, Geneva.  
SHAHMIR, Amir Hossein, Mr., Representative of Ministry of Labour and Social Affairs to the ILO.

#### *Advisers and substitute delegates*

NATEGH NOORI, Hossein, Mr., Adviser to the Minister and Director General for International Affairs Department, Ministry of Labour and Social Affairs.  
ALAMIPOUR, Seyyed Mohammad, Mr., Head, International Studies Office.

## Advisers

SADAT SHARIFI, Maryam, Ms., Senior Expert of International Conferences.  
FOULADVAND, Shahrzad, Ms., Senior Expert of International Labour Studies.  
RAHGOZAR, Nooshin, Ms., Expert of International Affairs.  
MOHAMMADZADEH, Hossein, Mr., Deputy of Labour Inspection Office.  
ESKANDARI, Saeed, Mr., Head, Laboratory and Personal Protection Equipment, Center of Research and Training for Occupational Safety and Health.  
KAZEMI, Farzad, Mr., Expert of Labour Relations.

### *Person appointed in accordance with Article 2, paragraph 3(i)*

HAMEDANI, Ali, Mr., Adviser.

## Employers' Delegate

OTARODIAN, Mohammad, Mr., Iranian Confederation of Employers' Association (ICEA); Representative, Association of the Builders Companies.

### *Adviser and substitute delegate*

RAEESIFARD, Naser, Mr., Chairman, Board of the Gas and Oil Products Distribution Stations, Member of the Board, ICEA.

## Advisers

HAGHBAYAN MOHAMMADI, Hossein, Mr., Member of the Board, ICEA; Secretary, Wire and Cable Producing Plants of Iran.  
VATANPARVAR, Abbas, Mr., Member of the Board, Productive Cooperatives of Iran.  
ATHARI, Farzaneh, Ms., Representative, Spare Parts Producers Association.  
KHAJEH NOURI, Mohsen, Mr.  
TASDIGHI, Shohreh, Ms.

## Workers' Delegate

EIVAZI BOZCHELOOIE, Ali Akbar, Mr., Chairman, Board of Coordinating Federation of the Islamic Labour Councils of Tehran.

### *Adviser and substitute delegate*

JALALI, Nahid, Ms., Member of the Supreme Labour Council, Tehran Province.

## Advisers

SALEHI, Valiollah, Mr., Member of the Supreme Labour Council, Tehran Province.  
SALIM BAHRAMI, Seyyed Mohammad, Mr., Member of the Supreme Labour Council, Mazandaran Province.  
SAVAEDI, Ghadir, Mr., Member of Dispute Settlement Tribunals, Province of Khuzestan.  
GHADERI, Davood, Mr., Member of the Supreme Labour Council, Tehran Province.  
ALIGHOLIAN, Abdollahad, Mr., Academy of Trade Promotion Center.

## Iraq

## Government Delegates

MOUSA, Nouri M., Mr., Director-General, Ministry of Labour and Social Affairs.  
ALI, Sami Ibrahim, Mr., General Manager, Ministry of Labour and Social Affairs.

### *Adviser and substitute delegate*

AMER, Kadhum Sh., Mr., Officer, Director-General of Arab and International Relations Department.

## Advisers

ABDUL RAHMAN, Khaldoon A., Mr., First Secretary, Iraqi Ministry of Foreign Affairs.  
FADHLI, Ban, Mrs., Third Secretary, Permanent Mission, Geneva.  
KADHIM, Zainebe, Ms., Attaché, Permanent Mission, Geneva.  
AL-SHIBIB, Baha, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
AL-ANBAKI, Majeed, Mr., Minister Plenipotentiary, Permanent Mission, Geneva.

## Employers' Delegate

MOHAMMED, Hussain A.A., Mr., Member, Iraqi Industrial Union.

## Workers' Delegate

HAMD, Mihal H., Mr., Head of Arab and International Relations, Iraqi Trade Union.

## Irlande Ireland Irlanda

### *Minister attending the Conference*

KILLEEN, Tony, T. D., Mr., Minister for Labour Affairs.

### *Person accompanying the Minister*

MONAHAN, Derval, Ms., Private Secretary to the Minister.

## Government Delegates

WALSH, John, Mr., Assistant Secretary, Department of Enterprise, Trade and Employment.  
WHELAN, Mary, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

LAIRD, Éamonn, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.  
PENDER, Michael, Mr., Assistant Principal, Department of Enterprise, Trade and Employment.

## *Advisers*

CUNNIFFE, Michael, Mr., Principal Officer, Department of Enterprise, Trade and Employment.  
KELLY, Daniel, Mr., Assistant Principal, Department of Enterprise, Trade and Employment.  
SAVAGE, Caroline, Ms., Higher Executive Officer, Department of Enterprise, Trade and Employment.  
MC DONNELL, John, Mr., Higher Executive Officer, Department of Enterprise, Trade and Employment.  
FLOOD, Fiona, Ms., First Secretary, Permanent Mission, Geneva.  
MAHER, Órla, Ms., Third Secretary, Permanent Mission of Ireland, Geneva.

### **Employers' Delegate**

CRONIN, Maria, Ms., Director of European and Social Policy, Irish Business and Employers' Confederation.

#### *Adviser and substitute delegate*

MAGUIRE, Catherine, Ms., Executive, Social Policy, Irish Business and Employers' Confederation.

### **Workers' Delegate**

LYNCH, Esther, Ms., Legislation and Public Affairs' Officer, Irish Congress of Trade Unions.

#### *Advisers and substitute delegates*

BYRNE, Catherine, Ms., Congress Executive Member, Irish Congress of Trade Unions.  
JOYCE, David, Mr., Policy Officer - Development, Irish Congress of Trade Unions.  
KING, Patricia, Ms., Congress Executive Member, Irish Congress of Trade Unions.

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## **Islande    Iceland    Islandia**

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#### *Minister attending the Conference*

KRISTJÁNSSON, Jón, Mr., Minister of Social Affairs.

#### *Persons accompanying the Minister*

ARNLJÓTSDÓTTIR, Ragnhildur, Ms., Permanent Secretary, State Ministry of Social Affairs.  
STEFÁNSDÓTTIR, Saeunn, Ms., Personal Adviser to the Minister.

### **Government Delegates**

ÁRNASON, Kristinn F., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
KRISTINSSON, Gylfi, Mr., Director, Ministry of Social Affairs.

#### *Advisers and substitute delegates*

GUNNARSSON, Einar, Mr., Minister-Counsellor, Permanent Mission, Geneva.

SAEMUNDSSON, Eyjólfur, Mr., Director, Administration of Occupational Safety and Health.  
JÓHANNSDÓTTIR, Anna, Ms., Counsellor, Permanent Mission, Geneva.  
MAGNUS, Edda, Ms., Attaché, Permanent Mission, Geneva.

### **Employers' Delegate**

STEFÁNSDÓTTIR, Hrafnhildur, Ms., Chief Attorney, Confederation of Icelandic Employers.

#### *Adviser and substitute delegate*

MAGNUSSON, Jon H., Mr., Attorney at Law, Confederation of Icelandic Employers.

### **Workers' Delegate**

NORDAHL, Magnús, Mr., Attorney at Law, Icelandic Confederation of Labour.

#### *Adviser and substitute delegate*

MAGNUSSON, Sigurdur, Mr., Chair, Caterers Association.

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## **Israel**

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#### *Minister attending the Conference*

YSHAY, Eliyahu, Mr., Vice Prime Minister, Minister of Industry, Trade and Labour.

### **Government Delegates**

LEVANON, Itzhak, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
YITZHAKY, Shlomo, Mr., Chief Labour Relations Officer, Ministry of Industry, Trade and Labour.

#### *Advisers and substitute delegates*

ELGAR, Ilan, Mr., Director, International Organizations Department, Foreign Ministry.  
PAZ, Eli, Mr., Senior Deputy Director-General, Ministry of Industry, Trade and Labour.  
LEVIN, Aldo, Mr., Deputy Permanent Representative to the WTO; Economic Representative to Switzerland.  
AMRANI, Avner, Mr., Senior Adviser Coordinator, Ministry of Industry, Trade and Labour.  
FURMAN, Noa, Ms., Counsellor, Permanent Mission, Geneva.  
WASSERMAN, Judith, Ms., Legal Adviser, Committee of Labour and Social Affairs, Knesset.  
GOULDMAN ZARKA, Esther, Ms., Adviser, Permanent Mission, Geneva.  
IFRACH, Shimon, Mr., Economy Adviser to the Minister, Ministry of Industry, Trade and Labour.

### **Employers' Delegate**

BROSH, Shraga, Mr., President, Manufacturer's Association of Israel.

### *Advisers and substitute delegates*

BLIZOVSKY, Yoram, Mr., Managing Director,  
Manufacturer's Association of Israel.  
BARAK, Avi, Mr., Head of Labour and HRD,  
Manufacturer's Association of Israel.  
BARAK, Yitzhak, Mr., Labour Lawyer.

### **Workers' Delegate**

KARA, Yossef, Mr., Member, Executive Bureau,  
Histadrut.

### *Advisers and substitute delegates*

AINI, Ofer, Mr., Secretary-General, Histadrut.  
MASSALLHA, Nawaf, Mr., Head, International  
Department, Histadrut.  
DOM-FIDEL, Ravit, Ms., Chief of Staff of Histadrut's  
Chairman.  
SHAPIRA, Avital, Ms., Director, International activities,  
Histadrut.  
MICHAEL, Frohlic, Mr., Histadrut.

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## **Italie Italy Italia**

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### **Government Delegates**

TRIA, Giovanni, Mr., Ministry of Foreign Affairs.  
PELAIA, Francesca, Mrs., Ministry of Welfare.

### *Advisers and substitute delegates*

BARBERINI, Roberta, Mrs., Counsellor, Permanent  
Mission, Geneva.  
SIMONETTI, Valentino, Mr., Deputy Permanent  
Representative, Permanent Mission, Geneva.

### *Advisers*

DE CICCO, Giuseppe, Mr., Ministry of Welfare.  
ALVINO, Mario, Mr., Ministry of Welfare.  
TRENTO, Luigi, Mr., Ministry of Welfare.  
D'OVIDIO, Roberto, Mr., Ministry of Welfare.  
RUSSO, Vincenza, Mrs., Expert, Permanent Mission,  
Geneva.

### *Other persons attending the Conference*

ALOI, Giampaolo, Mr., Expert, Ministry of Foreign  
Affairs.  
MASSONI, Mauro, Mr., Counsellor, Ministry of Foreign  
Affairs.

### **Employers' Delegate**

ROSSI, Stefania, Mrs., CONFINDUSTRIA - Industrial  
and Social Affairs.

### *Advisers*

RIGHETTO, Ferruccio, Mr., CONFARTIGIANATO -  
Veneto Industrial Area.  
FERRARA, Giancarlo, Mr., ABI - Labour Area.

### **Workers' Delegate**

DEL RIO, Cinzia, Mrs., International Department, UIL.

### *Adviser and substitute delegate*

BRIGHI, Cecilia, Mrs., International Department, CISL.

### *Advisers*

ALHAIQUE, Diego, Mr., Health and Security Department,  
CGIL.  
TARTAGLIA, Leopoldo, Mr., International Department,  
CGIL.

### *Other persons attending the Conference*

BARBIERI, Giacomo, Mr., CGIL.  
BENZI, Gianfranco, Mr., CGIL.  
COROSSACZ, Nana, Mrs., CGIL.  
AMARO, Andrea, Mr., CGIL.  
CAL, Luigi, Mr., CISL.  
IULIANO, Giuseppe, Mr., CISL.  
FOCCILLO, Antonio, Mr., UIL.  
CEDRONE, Carmelo, Mr., UIL.  
CARRETTA, Melania, Mrs., CONFAPI.

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## **Jamaïque Jamaica Jamaica**

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### *Minister attending the Conference*

KELLIER, Derrick F., Mr., Minister of Labour and Social  
Security.

### **Government Delegates**

SMITH, Ransford, Mr., Ambassador Extraordinary and  
Plenipotentiary, Permanent Representative, Permanent  
Mission, Geneva.  
MCINTOSH, Alvin, Mr., Permanent Secretary, Ministry of  
Labour and Social Security.

### *Advisers*

SMITH, Gresford, Mr., Adviser Consultant, Ministry of  
Labour and Social Security.  
YING, Neville, Mr., Director, Mona School of Business.  
EDWARDS, Jennifer, Ms., Chairman, National Steering  
Committee on the Elimination of Child Labour.  
GREGORY, Robert, Mr., Executive Director, HEART  
Trust.  
SPENCER, Cheryl, Ms., Minister Counsellor, Permanent  
Mission, Geneva.  
MORRIS, Alicia, Ms., Counsellor, Permanent Mission,  
Geneva.  
DUBIDAD-DIXON, Andrea, Mrs., First Secretary,  
Permanent Mission, Geneva.  
DACOSTA, Barbara, Mrs., Chief Liaison Officer, Jamaica  
Central Labour Organisation, Washington, DC.  
WRIGHT, John, Mr., Chief Liaison Officer, Canadian  
Employment Programme.



## Employers' Delegate

COKE-LLOYD, Jacqueline, Mrs., Executive Director,  
Jamaica Employers' Federation.

### *Adviser*

EYTLE, Raymond, Mr., First Vice-President, Jamaica  
Employers' Federation.

## Workers' Delegate

GOODLEIGH, Lloyd, Mr., General Secretary, Jamaica  
Confederation of Trade Unions.

### *Advisers*

BROWN, Lambert, Mr., First Vice-President, Jamaica  
Confederation of Trade Unions.

CAVEN, Hopeton, Mr., General Secretary, Trade Union  
Congress.

## Japon Japan Japón

### *Minister attending the Conference*

TOGARI, Toshikazu, Mr., Vice-Minister of Health,  
Labour and Welfare.

### *Persons accompanying the Minister*

HORIE, Masakazu, Mr., Secretary to the Vice-Minister of  
Health, Labor and Welfare.

FUKUI, Rei, Mr., Chief, International Affairs Planning  
Office, International Affairs Division, Minister's  
Secretariat, Ministry of Health, Labour and Welfare.

## Government Delegates

FUJISAKI, Ichiro, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

TSUNEKAWA, Kenji, Mr., Assistant Minister, Minister's  
Secretariat, Ministry of Health, Labour and Welfare.

### *Advisers and substitute delegates*

ENDO, Shigeru, Mr., Ambassador, Permanent Mission,  
Geneva.

MINAMI, Hiroshi, Mr., Minister, Permanent Mission,  
Geneva.

HAYASHI, Masahiko, Mr., Counsellor, Permanent  
Mission, Geneva.

HORIE, Hiroyuki, Mr., Counsellor, Permanent Mission,  
Geneva.

### *Advisers*

SENOO, Yoshihiro, Mr., Assistant Director-General for  
International Affairs, Minister's Secretariat, Ministry of  
Health, Labour and Welfare.

KAMISEKI, Katsuya, Mr., Counsellor, Civil Protection  
and Disaster Management Department, Fire and  
Disaster Management Agency, Ministry of Internal  
Affairs and Communications.

AKUZAWA, Toru, Mr., Director, Training and  
Development Policy Division, Human Resources  
Bureau, Secretariat of National Personnel Authority.

TASHIRO, Kotaro, Mr., Chief Central Labour Standards  
Administration Inspector, Inspection Division, Labour  
Standards Bureau, Ministry of Health, Labour and  
Welfare.

MORIYAMA, Eiichi, Mr., Director, International Office,  
Planning Division, Industrial Safety and Health  
Department, Labour Standards Bureau, Ministry of  
Health, Labour and Welfare.

INAYAMA, Fumio, Mr., Director, Planning, Reform  
Promotion Division for Civil Service System,  
Administrative Reform Promotion Bureau, Cabinet  
Secretariat.

TAGAYA, Nobunao, Mr., Vice-Director for Industrial  
Relations, Ministry of Health, Labour and Welfare.

MIKAMI, Akiteru, Mr., Director for Planning, Personnel  
and Pension Bureau, Ministry of Internal Affairs and  
Communications.

KAMAE, Kenichi, Mr., Deputy Director for International  
Cooperation, International Affairs Division, Minister's  
Secretariat, Ministry of Health, Labour and Welfare.

GENKA, Makiko, Ms., First Secretary, Permanent Mission  
to the EU.

HIRASHIMA, Masakuni, Mr., Deputy Director,  
International Affairs Division, Minister's Secretariat,  
Ministry of Health, Labour and Welfare.

HIROSE, Chinami, Ms., Deputy Director, Specialized  
Agencies Division, Global Issues Department,  
Minister's Secretariat, Ministry of Foreign Affairs.

### *Other persons attending the Conference*

ARAI, Yusuke, Mr., First Secretary, Permanent Mission,  
Geneva.

MATSUBARA, Nobuo, Mr., Deputy Director, Overseas  
Cooperation Division, Human Resources Development  
Bureau, Ministry of Health, Labour and Welfare.

ADACHI, Sakae, Mr., Central Labour Standards  
Administration Inspector, Inspection Division, Labour  
Standards Bureau, Ministry of Health, Labour and  
Welfare.

SATOMI, Ryuji, Mr., First Secretary, Embassy of Japan in  
the United Kingdom.

YASUI, Shojiro, Mr., Technical Assessment Officer,  
Safety Division, Industrial Safety and Health  
Department, Labour Standards Bureau, Ministry of  
Health, Labour and Welfare.

NAKAGAWA, Shu, Mr., First Secretary, Permanent  
Mission, Geneva.

NAGANO, Tomoko, Ms., Deputy Director, Workers'  
Compensation Administration Division, Workers'  
Compensation Department, Labour Standards Bureau,  
Ministry of Health, Labour and Welfare.

ITO, Yasuhiro, Mr., Chief of First Section, Director's  
Office for Industrial Relations, Ministry of Health,  
Labour and Welfare.

IDE, Ryo, Mr., Second Secretary, Permanent Mission,  
Geneva.

SUDO, Sho, Mr., Section Chief, International Affairs  
Division, Minister's Secretariat, Ministry of Health,  
Labour and Welfare.

MORIWAKI, Wataru, Mr., Deputy Counsellor, Personnel and Pension Bureau, Ministry of Internal Affairs and Communications.

ISHIKAWA, Hidenori, Mr., Senior Official, Local Public Service Personnel Division, Local Public Service Personnel Department, Local Administration Bureau, Ministry of Internal Affairs and Communications.

MIZUNO, Tadayuki, Mr., Chief of First Law Section, Director's Office for Labour Relations, Ministry of Health, Labour and Welfare.

TSUBOGUCHI, Souta, Mr., Official, Reform Promotion Division for Civil Service System Administrative Reform Promotion Bureau, Cabinet Secretariat.

MATSUI, Yuko, Ms., Official, International Affairs Division, Minister's Secretariat, Ministry of Health, Labour and Welfare.

KOYARI, Takashi, Mr., Deputy Counsellor, Reform Promotion Division for Civil Service System Administrative Reform Promotion Bureau, Cabinet Secretariat.

### Employers' Delegate

TATEISI, Nobuo, Mr., Chairman of Committee on International Labour Affairs, Japan Business Federation (JBF).

#### *Adviser and substitute delegate*

SUZUKI, Toshio, Mr., Executive Advisor, Nippon-keidanren International Cooperation Center; Member, Governing Body of the ILO.

#### *Advisers*

TAKEDA, Shigeo, Mr., Manager, Medical & Occupational Health Center, Mitsubishi Chemical Corporation.

SANUI, Nobuko, Ms., Director, Labour Legislation Bureau, Japan Business Federation (JBF).

TAKAZAWA, Takio, Mr., Manager, International Affairs Group, Labour Legislation Bureau, JBF.

TSUMORI, Keiko, Ms., Labour Legislation Bureau, JBF.

SUZUKI, Akira, Mr., Labour Legislation Bureau, JBF.

#### *Other person attending the Conference*

KATEGAWA, Shigenori, Mr., Assistant Manager, Public Affairs Department, OMRON Corporation.

### Workers' Delegate

NAKAJIMA, Shigeru, Mr., International Representative, Japanese Trade Union Confederation (JTUC-RENGO); Member, Governing Body of the ILO.

#### *Adviser and substitute delegate*

TAKAGI, Tsuyoshi, Mr., President, JTUC-RENGO.

#### *Advisers*

INOKUCHI, Noboru, Mr., Director of International Department All Japan Prefectural and Municipal Workers Union (JICHIRO).

NAKAJIMA, Keiko, Ms., Deputy Director of Wage/Conditions Department, JICHIRO.

OBATA, Akira, Mr., Head, Organization Management Department, All Japan Federation of Transport Workers' Unions (UNYUROREN).

IKUSAWA, Chihiro, Ms., Director, International Division, JTUC-RENGO.

NAKAGIRI, Takao, Mr., Assistant Director, Employment and Labour Legislation Division, JTUC-RENGO.

YUMOTO, Kenichi, Mr., Section Chief, International Division, JTUC-RENGO.

FUTAKATA, Suzu, Ms., Staff Member, Employment and Labour Legislation Division, JTUC-RENGO.

#### *Other persons attending the Conference*

YAMAMOTO, Koji, Mr., General Secretary, Alliance of Public Services Workers Unions (APU).

YOKOYAMA, Namito, Mr., General Secretary, Council of Labour Unions for Labour Supply Projects.

ARAI, Tsutomu, Mr., Executive Director, Department of International Affairs, JTUC-RENGO.

OKUBO, Akiko, Ms., Representative, RENGO Office in Europe, JTUC-RENGO.

ODA, Kiriko, Ms., Coordinator, RENGO Office in Europe, JTUC-RENGO.

BANNAI, Mitsuo, Mr., Secretary General, National Confederation of Trade Unions (ZENROREN).

IWATA, Yukio, Mr., Deputy-Secretary General, Director, International Affairs Bureau, ZENROREN.

IZUTSU, Momoko, Ms., Member, Standing Executive Committee, Director, Labour Research and Policy Bureau, ZENROREN.

WATANABE, Masamichi, Mr., Member, Standing Executive Committee, Director, Planning Bureau, ZENROREN.

FUSE, Keisuke, Mr., General Affairs Bureau, Deputy Secretary General, Youth Committee, ZENROREN.

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## Jordanie Jordan Jordania

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#### *Minister attending the Conference*

ALSALIM, Basim Khalil, Mr., Minister of Labour.

### Government Delegates

BURAYZAT, Mousa, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

AL-DAJANI, Shukri, Mr., Special Counsellor for ILO Affairs, Permanent Mission, Geneva.

#### *Advisers*

ABU NIJMEH, Hamada, Mr., Ministry of Labour.

AL-SMADI, Najeh, Mr., Ministry of Labour.

AL MAJID, Basma Abid, Mr., Ministry of Labour.

QUDAH, Hussam, Mr., Attaché, Permanent Mission, Geneva.

AL-KALAYLEH, Mousa, Mr., Labour Committee, Parliament.

NA'NAH, Ahmad, Mr., Labour Committee, Parliament.

### **Employers' Delegate**

AYOUBI, Zaki, Mr., Jordan Chamber of Industry.

#### *Advisers*

AL ABDALLAT, Mohammad, Mr., Jordan Chamber of Industry.  
ABU RAGHEB, Adnan, Mr., Jordan Chamber of Industry.

### **Workers' Delegate**

AL-MAAYTAH, Mazen, Mr., President, General Federation of Jordanian Labour Unions.

#### *Advisers*

MALKAWI, Bilal, Mr.  
GHANEM, Mohammad, Mr.  
ALKHALAF, Ahmad, Mr.

## **Kazakhstan Kazakhstan Kazajstán**

### **Government Delegates**

KARAGUSSOVA, Gulzhana, Mrs., Minister of Labour and Social Protection of Population.  
ABUSSEITOV, Kairat, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Adviser*

ZHANGARAYEV, Nurmukhamed, Mr., Third Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

BAIKENOV, Kadyr, Mr., Chairman, Confederation of Employers of the Republic of Kazakhstan.

#### *Adviser*

KUANDYKOVA, Maira, Ms., Director, Human Resources Department, Eurasian Industrial Association.

### **Workers' Delegate**

MUKASHEV, Siyazbek, Mr., Chairman, Trade Union Federation.

#### *Adviser*

SOLOMIN, Leonid, Mr., Vice-President, Labour Confederation.

## **Kenya**

### *Minister attending the Conference*

KULUNDU, Newton W., Mr., Minister of Labour and Human Resource Development.

### *Person accompanying the Minister*

OWADE, P.R.O., Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

### **Government Delegates**

MOHAMED, Amina C., Mrs., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
KAVULUDI, Johnstone M., Mr., Labour Commissioner, Ministry of Labour and Human Resource Development.

#### *Advisers*

CHEMUTTUT, Charles, Mr., Judge, Industrial Court of Kenya.  
MWAI, Bertha W., Mrs., Deputy Labour Commissioner, Ministry of Labour and Human Resource Development.  
WAMOTO, Peter M., Mr., Assistant Labour Commissioner, International Labour Relations Division, Ministry of Labour and Human Resource Development.  
MULI, Millicent M., Ms., Senior Labour Officer, Ministry of Labour and Human Resource Development.  
KANG'ETHE, Stanley K., Mr., Ag. Director, Directorate of Occupational Health and Safety Services, Ministry of Labour and Human Resource Development.  
ONYANGO, Isaya A., Mr., Director, International Jobs Office, Directorate of Personnel Management Office, Office of the President.  
YONGA, Jacqueline L., Ms., Deputy Director, Human Resource Management, Directorate of Personnel Management, Office of the President.  
MWANZIA, Joel N., Mr., Senior Labour Officer, Ministry of Labour and Human Resource Development.  
OMONDI, Geoffrey A., Mr., Counsellor Labour, Permanent Mission, Geneva.

### *Other persons attending the Conference*

MANASSEH, Edgar, Mr., Chairman, National Social Security Fund.  
LUMBASI, Rachel, Mrs., Ag. Managing Trustee, National Social Security Fund.  
KHASHANI, Kubai, Mr., Deputy Director, Budget, Ministry of Finance.

### **Employers' Delegate**

ARWA MUGO, Jacqueline P., Ms., Executive Director, Federation of Kenya Employers.

#### *Advisers*

KABAGE, Karanja, Mr., Deputy National Chairman, Federation of Kenya Employers.

WA-KAYANDA MNYIKA, Vincent, Mr., Head, Human Resource Management, Kenya Ports Authority.  
MURUKA, Edwin, Mr., Human Resource Manager, Mumias Sugar Company.

### **Workers' Delegate**

ATWOLI, Francis, Mr., General Secretary, Central Organisation of Trade Union.

### *Advisers*

KUBAI, Isaiah, Mr., Central Organisation of Trade Union.  
MUTUNGI, John M., Mr., Central Organisation of Trade Union.  
TINDI, Maero, Mr., Trustee, Central Organisation of Trade Union.  
NASIMIYU, Rosalinda, Ms., Board Member, Central Organisation of Trade Union.  
WANGARA, Francis B., Mr., Trustee, Central Organisation of Trade Union.

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## **Kiribati Kiribati Kiribati**

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### *Minister attending the Conference*

TONGAAI, Bauro, Mr., Minister of Labour and Human Resource Development.

### *Persons accompanying the Minister*

BAURO, Tiribo, Mrs., Minister's Spouse.  
TONG, Tareu, Mrs.

### **Government Delegates**

TONG, Peter, Mr., Secretary, Ministry of Labour and Human Resource Development.  
TATO, Batetaake, Ms., Labour Officer, Ministry of Labour and Human Resource Development.

### **Employers' Delegate**

ANTEREA, Totene, Mr., Member, Kiribati Chamber of Commerce.

### **Workers' Delegate**

NATAUA, Brown, Mr., President, Kiribati Trade Union Congress.

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## **Koweït Kuwait Kuwait**

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### *Minister attending the Conference*

AL SABAH, Ali J.A., Mr., Minister of Social Affairs and Labour.

### *Persons accompanying the Minister*

MOHAMMED, Hassan K.A., Mr., Director, Minister's Office.  
FULAZ, Abdelrahim A., Mr., Director, Undersecretary's Office.  
AL ANEZI, Mamdooh A., Mr., Director, Councils and Committees.

### **Government Delegates**

AL REZOOQI, Dherar A., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
AL SABAH, Duaij K.M., Mr., Undersecretary, Ministry of Social Affairs and Labour.

### *Adviser and substitute delegate*

AL MEDHADI, Hamad A.H. GH., Mr., Assistant Undersecretary for Labour Affaires.

### *Advisers*

AL-BADER, Najeeb, Mr., First Secretary, Permanent Mission, Geneva.  
AL MAIMOUNI, Meshraa A.A.M. D., Mr., Director, Labour Relations Department.  
AL-HAJJI, Abdulla A.M., Mr., Controller, Fatwa and Legal Studies Department.  
AL ANEZI, Saleh H. A.O.H., Mr., Controller, National Labour Development Department.  
ALGHAYEB, Nawal A.M., Mrs., Controller, Conferences and Entities Department.  
AL SABAH, Hammad H.M., Mr., Head, Labour Standards and Studies Section.  
AL ALI, Jaber A.M., Mr., Foreign Relations Researcher, Labour Co-ordination Department.  
AL SABAH, Khaled A.H.A., Mr., Foreign Relations Researcher, Foreign Relations Department.

### **Employers' Delegate**

AL HAROON, Ahmed R., Mr., Director-General, Kuwait Chamber of Commerce and Industry.

### *Advisers*

AL-RABAH, Rabah A., Mr., Assistant Director-General, Kuwait Chamber of Commerce and Industry.  
BOUDAI, Nojood Kh., Mrs., Senior Researcher, Kuwait Chamber of Commerce and Industry.

### **Workers' Delegate**

AL QAHTANI, Rajeh D.A.J., Mr., Vice-President, Kuwait General Trade Union.

### *Advisers*

AL MUTAIRI, Awadh SH. D.A., Mr., General Secretary, Kuwait General Trade Union.  
AZEMI, Faleh J.M. R. A., Mr., Foreign Relations Secretary, Kuwait General Trade Union.  
AL HUDHAINAH, Mohammad J.O.F., Mr., Manager Labour Culture Institution.

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**République dém. populaire lao**  
**Lao People's Dem. Republic**  
**República Dem. Pop. Lao**

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*Minister attending the Conference*

KAKANHYA, Lé, Mr., Acting Minister of Ministry of Labor and Social Welfare.

**Government Delegates**

PHOMMACHACK, Sounchanh, Mr., Acting Director-General of Labor Department.

MOUNTIVONG, Bounpone, Mr., ILO Coordinator at MoLSW.

**Employers' Delegate**

VONGSAY, Kissana, Mr., President, LNCC.

*Advisers*

VONGSAY, Chanthachone, Mrs., Vice-President, Lao Women Business Association.

BANGONESENGDET, Sengdavone, Ms., Deputy Secretary General, LUCCI.

**Workers' Delegate**

LOLONSY, Khamla, Mr., Vice-President, Lao Federation of Trade Union.

*Adviser*

SOPHIMMAVONG, Khamtanh, Mr., Head, International Relations, Division of LFTU.

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**Lesotho**

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*Minister attending the Conference*

MAHASE-MOILOA, Mpeo, Mrs., Minister of Employment and Labour.

*Persons accompanying the Minister*

MARUPING, Anthony Mothae, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

KHETSI, Retselisitsoe, Mr., Principal Secretary, Ministry of Employment and Labour.

**Government Delegates**

MOILOA, Phaello J., Mr.

MATSOSO, M., Mrs., Labour Commissioner, Ministry of Employment and Labour.

*Advisers and substitute delegates*

MOQHALI, Lebohang, Mr., Counsellor, Permanent Mission, Geneva.

MOHALE, Ntseketsi, Ms., Director, Occupational Safety and Health, Ministry of Employment and Labour.  
MOSHOESHOE, Nkuebe, Mr., Legal Officer, Ministry of Employment and Labour.

**Employers' Delegate**

MAKEKA, Thabo, Mr.

**Workers' Delegate**

TOLO, T., Mr.

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**Lettonie Latvia Letonia**

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*Minister attending the Conference*

STAKE, Dagnija, Mrs., Minister of Welfare.

*Persons accompanying the Minister*

KARKLINS, Janis, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

DREIMANE, Ieva, Mrs., First Secretary, Permanent Mission, Geneva.

**Government Delegates**

STOBOVA, Ilze, Ms., Advisor to the Prime Minister.

VJAKSE, Ineta, Ms., Head of the Unit, Labour Department, Ministry of Welfare.

**Employers' Delegate**

GAVRILOVS, Vitalijs, Mr., President, Latvian Employers' Confederation.

*Adviser and substitute delegate*

KORCAGINS, Edgars, Mr., Deputy Director General, Latvian Employers' Confederation.

**Workers' Delegate**

KRIGERS, Peteris, Mr., President, Free Trade Union Confederation of Latvia.

*Adviser and substitute delegate*

MARCINKEVICA, Livija, Mrs., Vice President, Free Trade Union Confederation of Latvia.

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**Liban Lebanon Líbano**

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*Ministre assistant à la Conférence*

HAMADEH, Trad, M., Ministre du Travail.

*Personnes accompagnant le Ministre*

SOUFAN, Gébran, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

TAY, Mohamad, M., Conseiller du Ministre du Travail.

### **Délégués gouvernementaux**

FAYAD, Ali, M., Chef du Cabinet du Ministre.  
SAAB, May, Mme, Directrice, Section des Relations internationales, Ministère du Travail.

### **Délégué des employeurs**

HAMADEH, Said, M., Membre, Association des industriels libanais.

#### *Conseillers techniques et délégués suppléants*

BALBOUL, Fouad, M., Membre, Association des industriels libanais.  
BSAT, Mounir, M., Membre, Association des industriels libanais.

#### *Conseillers techniques*

NASR, Arige, Mme, Responsable, Comité des Affaires du Travail de la Femme.  
BAIDOUN, Rashid, M., Membre, Association des industriels libanais.  
SADER, Joseph, M., Membre, Union des Chambres du Commerce, de l'Industrie et de l'Agriculture.

### **Délégué des travailleurs**

GHOSN, Ghassan, M., Président, Union générale des Travailleurs (UGT).

#### *Conseillers techniques*

SAKR, Saadeddine Hamidi, M., Secrétaire général, UGT.  
SAADEH, Boutros, M., Membre, UGT.  
CHARIF, Fadlallah, M., Membre, UGT.  
YASSIN, Ali, M., Membre, UGT.  
ALTIRI AKI, Abdellatif, M., Membre, Conseil exécutif, UGT.  
ALFAKEHANI, Abdelkader, M., Membre, Conseil exécutif, UGT.

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## **Liberia**

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#### *Minister attending the Conference*

WOODS, II, SAMUEL Kofi, Mr., Minister of Labour.

#### *Person accompanying the Minister*

MASSAQUOI-BANGOURA, Sedia, Mr., Deputy Minister for Planning & Human Resource Development, Ministry of Labor.

### **Government Delegates**

MEHNPAINE, S. Reginald Z., Mr., Director-General, International Labour Affairs.  
SCOTT, Stephen G., Mr., Senior Labour Relations Officer.

#### *Adviser and substitute delegate*

WILLIAMS, Philip G., Mr., Director of Labour Relations.

#### *Advisers*

CUMMINGS, Christine, Mrs., Executive Secretary, Minister's Office.  
MOORE, George, Mr., Senator & Chairman, Senate Committee on Labour.  
ENNOS, Alomiza M., Ms., Member of the House of Representatives, Member of the House Committee on Labour.  
SLOPADOE, Gbenemiah, Mr., Chairman, House Standing Committee on Labour.

### **Employers' Delegate**

ROBERTS, J. Feay, Mr., Industrial Relations Manager, Firestone Plantations Company.

#### *Adviser*

AZZAM, Aumuo Abdallah, Ms., Administrative Services Coordinator, Firestone Plantations Company.

### **Workers' Delegate**

NATT, J. Nyemah, Mr., President, Congress of National Trade Unions of Liberia (CONATUL).

#### *Adviser and substitute delegate*

DUPLAYE, Jerry R.B., Mr., Secretary General, CONATUL.

#### *Advisers*

SACKOH, David D., Mr., Forestry, Logging & Industrial Workers' Union of Liberia.  
TAWEH, Anthony B., Mr., National Trade Unions of Public Service & Allied Workers.  
KPAAN, Grace T., Ms., Dock Workers' Union of Liberia.  
BARWROR, JR., Moses P., Mr., Forestry, Logging & Industrial Workers Union.  
VISKINDA, Theresa T., Mrs., CONATUL.  
TUCKER, Tinnie E., Mr., General Business & Industrial Workers Union.  
DUNCAN, Alex K., Mr., National Brotherhood & Teamsters' Union.

#### *Persons appointed in accordance with Article 2, paragraph 3(i)*

OKON, Skideota E., Mr., National Brotherhood & Teamsters' Union.  
WILLIAMS, G. Isaac, Mr., Secretary General, Liberia Federation of Labour Unions (LFLU).  
GUEH, Freeman T., Mr., United Seamen & General Allied Workers' Union.  
ANKRAH, Edith, Mrs., Chairlady, Women Department, LFLU.

#### *Other persons attending the Conference*

CAMPBELL, John N., Mr., NASSCORP Workers' Union.

SWEN, Mabel G., Mrs., Metal/Mechanics Union of Liberia.  
THOMAS, G. Alfred, Mr., United Seamen & General Allied Workers' Union.  
WALLACE, Baryou W., Mr., NASSCORP Workers' Union.  
KRAH, John D., Mr., National Brotherhood & Teamsters' Union.

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## **Jamahiriya arabe libyenne Libyan Arab Jamahiriya Jamahiriya Arabe Libia**

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### *Minister attending the Conference*

MAATOUG, Mohamed Maatoug, Mr., Secretary, General People's Committee for Workforce, Training & Employment.

### **Government Delegates**

AL-HAJJAJI, Najat, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
AZWAM, Idris Azarug, Mr., Member, Governing Body of the ILO; General People's Committee for Workforce, Training and Employment.

### *Advisers and substitute delegates*

SHELLI, Mohamed Salah, Mr., Minister Plenipotentiary, Permanent Mission, Geneva.  
BENJERID, Fatallah Ahmed, Mr., Director, General Administration for Employment and Workers Affairs, General People's Committee for Workforce, Training and Employment.

### *Advisers*

AL QARBAH, Mufath Ali, Mr., Director-General, High Institute for Labour Safety and Health.  
EL MISALATI, Hassan Salem El Kasseh, Mr., Director, Technical Cooperation Office, General People's Committee for Workforce, Training and Employment.  
MASSAUD, Salah, Mr., Director of Cabinet of the Secretary (Minister) for Workforce, Training & Employment.  
SHAKSHOUKI, Mohamed Abdelhati, Mr., Department of International Organisations, General People's Committee for Foreign Liaisons & International Organisations.  
TALUBA, Faraj Muftah, Mr., Director, Department of Planning, General People's Committee for Social Affairs.  
EL HABIL, Musbah Abdelwahab, Mr., Attaché, General People's Committee for Foreign Liaisons and International Cooperation.  
SAAITE, Ibtisam, Ms., Third Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

TANTUSH, Al Mabruk, Mr., Director-General, Libyan Chamber of Trade, Industry and Agriculture.

### *Adviser and substitute delegate*

GADDAH, Ali Ramadan, Mr., Representative, Employers Council.

### **Workers' Delegate**

EL AWAIEB, Muftah Ali, Mr., General Producers Union.

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## **Lituanie Lithuania Lituania**

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### *Minister attending the Conference*

BLINKEVICIUTE, Vilija, Ms., Minister of Social Security and Labour.

### **Government Delegates**

KAIRELIS, Rimantas, Mr., State Secretary, Ministry of Social Security and Labour.  
BORISOVAS, Edvardas, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

KAZLAUSKIENE, Rita, Mrs., Director, International Affairs Department, Ministry of Social Security and Labour.  
KAZRAGIENE, Rita, Mrs., Minister Councillor, Permanent Mission, Geneva.  
JUODPUSYTE, Karolina Anda, Ms., Chief Specialist, International Law Division, Ministry of Social Security and Labour.  
MISKINYTE, Vilmante, Ms., Head, International Law Division, Ministry of Social Security and Labour.

### **Employers' Delegate**

ARLAUSKAS, Danukas, Mr., Director General, Lithuanian Confederation of Business Employers.

### **Workers' Delegate**

PUSKEPALIS, Vydas, Mr., Chairman, Lithuanian Labour Federation.

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## **Luxembourg Luxembourg Luxemburgo**

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### *Ministre assistant à la Conférence*

BILTGEN, François, M., Ministre du Travail et de l'Emploi.

### *Personne accompagnant le Ministre*

FEYDER, Jean, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

ZAHLEN, Jean, M., Secrétaire général, Ministère du Travail et de l'Emploi.  
WELTER, Nadine, Mme, Responsable du Département Droit du Travail et Relations professionnelles, Ministère du Travail et de l'Emploi.

### *Conseillers techniques et délégués suppléants*

FABER, Joseph, M., Responsable du Département Gestion, Ministère du Travail et de l'Emploi.  
FISCH, Maryse, Mme, Responsable du Département Emploi, Ministère du Travail et de l'Emploi.

### *Conseillers techniques*

GOY, Christine, Mme, Représentant permanent adjoint, Mission permanente, Genève.  
WEBER, Paul, M., Directeur de l'Inspection du Travail et des Mines.  
SCHOLTUS, Mariette, Mme, Directeur de l'Administration de l'Emploi.  
HUBERTY, Robert, M., Directeur adjoint de l'Inspection du Travail et des Mines.  
TUNSCH, Gary, M., Département Droit du Travail et Relations professionnelles, Ministère du Travail et de l'Emploi.  
BERG, Jeannot, M., Département Emploi, Ministère du Travail et de l'Emploi.

### *Autre personne assistant à la Conférence*

WARINGO, Jeannot, M., Directeur de l'Inspection générale des Finances.

### **Délégué des employeurs**

KIEFFER, Marc, M., Conseiller juridique, FEDIL.

### *Conseiller technique et délégué suppléant*

SCHMIT, Romain, M., Directeur, Fédération des Artisans.

### *Conseillers techniques*

KOEHNEN, Patrick, M., Directeur adjoint, Fédération des Artisans.  
ENGELS, François, M., Conseiller de Direction, Fédération des Artisans.  
GEISEN, Norbert, M., Président, Fédération des Artisans.  
KREMER, Pierre, M., Vice-Président, Fédération des Artisans.  
MATHIEU, Emmanuelle, Mme, Attachée, FEDIL.

### **Délégué des travailleurs**

PIZZAFERRI, René, M., Membre du Comité national, CGT-L.

### *Conseiller technique et délégué suppléant*

GOERGEN, Viviane, Mme, Secrétaire générale adjointe, Confédération luxembourgeoise des Syndicats chrétiens.

### *Conseillers techniques*

BAUSCH, Eugène, M., Membre du Comité national, CGT-L.  
CLEMENT, Nico, M., Secrétaire général, CGT-L.  
SPAUTZ, Marc, M., Secrétaire général, Confédération luxembourgeoise des Syndicats chrétiens.  
DALEIDEN, Joseph, M., Président, CGFP-Services.  
WOLFF, Romain, M., Secrétaire général, Confédération générale de la Fonction publique.  
HEISER, Claude, M., 1er Vice-Président, Confédération générale de la Fonction publique.

## **Madagascar**

### *Ministre assistant à la Conférence*

RANJIVASON, Jean Théodore, M., Ministre de la Fonction publique, du Travail et des Lois sociales.

### *Personne accompagnant le Ministre*

RAMBELOSON, Alfred, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

RASOLOFONIAINARISON, Lauréat, M., Directeur du Travail et des Relations professionnelles.  
RANDRIAMAHOLISON, Jules Henri, M., Directeur, Sécurité sociale des Travailleurs.

### *Conseillers techniques*

RASOLONJATOVO, Jean-Michel, M., Premier Conseiller, Mission permanente, Genève.  
PIERRE, Allain Olivier, M., Directeur provincial de la Fonction publique, de l'Emploi, du Travail et des Lois sociales de Toamasina.

### **Délégué des employeurs**

RASAMUEL RAVOLOSON, Zinah, Mme, Secrétaire générale, Groupement des Entreprises de Madagascar (GEM).

### **Délégué des travailleurs**

RAHAJARISON, Jean Victor, M., Secrétaire confédéral, Organisation syndicale des travailleurs (FISEMA).

### *Conseillers techniques*

RAJAONARIVO, Clara Elisabeth, Mme, Membre du Bureau national, Organisation syndicale des travailleurs (SEKRIMA).  
ROBEL, Blaise Hubert, M., Membre du Bureau national, SEKRIMA.



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## Malaisie Malaysia Malasia

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### *Minister attending the Conference*

FONG, Chan Onn, Mr., Minister of Human Resources.

### *Persons accompanying the Minister*

YAU, De Piyau, Mr., Chief Executive, Human Resources Development Board.

AZLAILY, Abdul Rahman, Mr., General Manager, Legal Affairs/Prosecution Division, Social Security Organization.

ZAINUDDIN, Abdullah, Mr., Deputy Director-General, Department of Occupational Safety and Health, Ministry of Human Resources.

YAP, Li Wan, Ms., Press Secretary, Minister of Human Resources.

### **Government Delegates**

SAIFUL AZHAR, Mohd Said, Mr., Director, Policy and Research Division, Department of Occupational Safety and Health, Ministry of Human Resources.

HSU, King Bee, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

AMRAN, Mohamed Zin, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

JUNAIDAH, Kamarruddin, Mrs., Principal Assistant Secretary, International Division, Ministry of Human Resources.

MOHAD AZMAN, Bin Abd Mubin, Mr., Deputy Secretary-General, Ministry of Human Resources.

ZURINAH, Pawanteh, Mrs., Principal Assistant Secretary, Labour Policy Division, Ministry of Human Resources.

WAN ZULKFLI, Wan Setapa, Mr., Labour Attaché, Permanent Mission, Geneva.

### **Employers' Delegate**

MAROLY VIVEKANANDAN, M.K. Kanan, Mr., General Manager, Industrial Relations, Malaysian Employers Federation.

### *Adviser and substitute delegate*

MOHD ZAKRI, Baharudin, Mr., Employer Affairs Manager.

### **Workers' Delegate**

SYED SHAHIR, Syed Mohamud, Mr., President, Malaysian Trades Union Congress.

### *Advisers*

AHMAD SHAH, Mohd Zin, Mr., Secretary General, Congress of Unions of Employees in the Public and Civil Services.

HASMI, Hamidan, Mr., General Secretary, Malay Forest Officers Union Peninsular Malaysia.

DASAR, Bakar, Mr., Committee Member, Malay Forest Officers Union Peninsular Malaysia.

SARMIN PANUT, Hj. Taib, Mr., Committee Member, Malay Forest Officers Union Peninsular Malaysia.

JAMALUDDIN, Mohd Isa, Mr., Executive Secretary, Malay Forest Officers Union Peninsular Malaysia.

ZAINUDDIN, Daud, Mr., Committee Member, Malay Forest Officers Union Peninsular Malaysia.

ISHAK, Md. Desa, Mr., Committee Member, Malay Forest Officers Union Peninsular Malaysia.

JUNAIDAH, Haron, Ms., Malaysian Trades Union Congress.

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## Malawi

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### **Government Delegates**

DAUDI, Andrew T., Mr., Principal Secretary, Ministry of Labour and Vocational Training.

ZIRIKUDONDO, Elias D., Mr., Labour Commissioner.

### *Advisers*

BANDA, Andionanji P., Mr., Director, Technical and Vocational Training Authority.

MAGANGA, Joyce, Mrs., Principal Planning Officer.

KAZEMBE, Charles C., Mr., Executive Director, Malawian Entrepreneurs Development Institute.

CHAFI, Jones W., Mr., Executive Director, Technical Entrepreneurial, Vocational, Educational and Training Authority.

### **Employers' Delegate**

SINJANI, Vincent F., Mr., Executive Director, Employers Consultative Association of Malawi.

### **Workers' Delegate**

KALIMANJIRA, Austin W., Mr., Secretary General, Malawi Congress of Trade Unions (MCTU).

### *Adviser*

BANDA, Thomas L., Mr., President, Congress of Malawi Trade Union.

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## Mali

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### *Ministre assistant à la Conférence*

GANFOUD, Badi Ould, M., Ministre de la Fonction publique, de la Réforme de l'Etat et des Relations avec les Institutions.

### **Délégués gouvernementaux**

KASSE, Sékou, M., Chargé d'Affaires a.i., Mission permanente, Genève.

MAHAMANE, Baba Samba, M., Conseiller technique, Ministère de la Fonction publique, de la Réforme de l'Etat et des Relations avec les Institutions.

#### *Conseillers techniques et délégués suppléants*

DIAKITE, Mahamadou, M., Directeur national du Travail.  
DICKO, Fatoumata Abdourhamane, Mme, Chef, Division juridique et des Normes, Direction nationale du Travail.

#### *Conseillers techniques*

TRAORE, Cheik Fanta Mady, M., Chef du Cabinet, Ministre de l'Emploi et de la Formation professionnelle.  
D'DIAYE, Ibrahima, M., Directeur général, Agence nationale pour l'Emploi (ANPE).  
DIABATE, Fatoumata Guindo, Mme, Chef de département, Direction générale de l'ANPE.  
KANOUTE, Moussa, M., Président, Conseil d'administration de l'ANPE.  
WAGUE, Astou N'Diaye, Mme, Conseiller technique, Assemblée nationale.  
MAÏGA, Alhacoum, M., Deuxième Conseiller, Mission permanente, Genève.

#### **Délégué des employeurs**

TRAORE, Lassina, M., Secrétaire général, Conseil national du Patronat du Mali (CNPM).

#### *Conseiller technique*

TOURE, Mahamane M'Bodji, M., Secrétaire aux Relations extérieures, CNPM.

#### **Délégué des travailleurs**

DIAKITE, Siaka, M., Secrétaire général, Union nationale des Travailleurs du Mali (UNTM).

#### *Conseillers techniques*

GUINDO, Hamadoun Amion, M., Secrétaire général, Confédération syndicale des Travailleurs du Mali (CSTM).  
DOUMBIA, Mama Koité, Mme, Secrétaire aux Relations extérieures, UNTM.

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### **Malte Malta Malta**

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#### *Minister attending the Conference*

GALEA, Louis, Mr., Minister of Education, Youth and Employment.

#### **Government Delegates**

VELLA, Noel, Mr., Director, Industrial and Employment Relations.  
AZZOPARDI, Anthony, Mr., Assistant Director, Industrial and Employment Relations.

#### *Advisers and substitute delegates*

BORG, Saviour F., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
MERCIECA, Chris, Mr., Senior Counsellor, Permanent Mission, Geneva.  
SARSERO, Raymond, Mr., Counsellor, Permanent Mission, Geneva.  
BUSUTTIL, John, Mr., First Secretary, Permanent Mission, Geneva.  
BONNICI, Tony, Mr., First Secretary, Permanent Mission, Geneva.

#### **Employers' Delegate**

FARRUGIA, Joseph, Mr., Director General, Malta Employers' Association.

#### *Adviser and substitute delegate*

FAVA, Pierre, Mr., President, Malta Employers Association.

#### *Advisers*

SCICLUNA, John, Mr., Administration Manager, Malta Federation of Industry.  
KENELY, Wilfred, Mr., Director General, Malta Federation of Industry.

#### **Workers' Delegate**

MERCIECA, Geitu, Mr., Deputy Secretary General, General Workers Union.

#### *Adviser and substitute delegate*

ZARB, Tony, Mr., Secretary General, General Workers Union.

#### *Advisers*

VELLA, Gaetan, Mr., Council Member, Confederation of Malta Trade Unions.  
PORTELLI, William, Mr., President, Confederation of Malta Trade Unions.  
TANTI, Gaetan, Mr., Council Member, Confederation of Malta Trade Unions.  
BONELLO, Jesmond, Mr., Council Member, Confederation of Malta Trade Unions.

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### **Maroc Morocco Marruecos**

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#### *Ministre assistant à la Conférence*

MANSOURI, Mustapha, M., Ministre de l'Emploi et de la Formation professionnelle.

#### *Personne accompagnant le Ministre*

LOULICHKI, Mohammed, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

## Délégués gouvernementaux

KHOUJA, Adelouahid, M., Secrétaire général, Ministère de l'Emploi et de la Formation professionnelle.  
ADDOUM, Abdelaziz, M., Directeur du Travail, Ministère de l'Emploi et de la Formation professionnelle.

### *Conseiller technique et délégué suppléant*

HALHOUL, Nour-Eddine, M., Secrétaire des Affaires étrangères, Mission permanente, Genève.

### *Conseillers techniques*

KHLIFI, Mohamed, M., Chef, Cabinet du Ministre de l'Emploi et de la Formation professionnelle.  
BOUHARROU, Ahmed, M., Chef, Division de la Réglementation et des Organismes internationaux du Travail.  
FAHEM, Saadia, Mme, Chef, Service des Organismes internationaux du Travail.  
KHRIBECH, Samira, Mme, Chef, Division de la Santé et de la Sécurité au Travail.  
EL AMILI, Abdeslam, M., Chef, Service des Lois sociales.  
BENOSMANE, Abdessalam, M., Membre, Cabinet du Ministre de l'Emploi et de la Formation professionnelle.

## Délégué des employeurs

DAOUDI, Aicha, Mme, Confédération générale des Entreprises du Maroc (CGEM).

### *Conseillers techniques*

JALAL, Mohamed, M., CGEM.  
MALEH, Malika, Mlle, CGEM.  
KAMMOU, Abdelhakim, M., FFCCISM.  
BOUDHAÏM, Mohamed, M., Fédération des Chambres marocaines de Commerce, de l'Industrie et des Services (FCCISM).

### *Autre personne assistant à la Conférence*

EL BOUKHARI, Haniya, Mme, CGEM.

## Délégué des travailleurs

BENJELLOUN ANDALOSSI, Mohamed, M., Secrétaire général, Union générale des Travailleurs du Maroc (UGTM).

### *Conseillers techniques*

AMOUI, Noubir, M., Secrétaire général, Confédération démocratique du Travail (CDT).  
BRAHMA, Mustapha, M., CDT.  
DAHMANI, Mohamed, M., Fédération démocratique du Travail (FDT).  
EL HACHIMI, Abderrahman, M., FDT.  
TITNA ALAOUI, Mohamed, M., UGTM.  
KABBAJ, Mohamed Larbi, M., UGTM.

### *Autres personnes assistant à la Conférence*

EFFINA, Driss, M., FDT.  
BENHAMOU, Mohamed, M., FDT.

EL HAYANI, Hassan, M., FDT.  
BENCHARIFA, Abdelouahed, M., FDT.  
ZAHY, Habiba, M., CDT.  
BOUZIA, Ahmed, M., CDT.  
LAHLOU, Khalid, M., UGTM.  
LABBAR, Abdessalam, M., UGTM.  
AMRANI IDRISSE, Moulay Issa, M., UGTM.  
NACHIT, Mustapha, M., UGTM.  
GHALI, Kenza, Mme, UGTM.  
ZOUMI, Khadija, Mme, UGTM.

## Maurice Mauritius Mauricio

### *Minister attending the Conference*

BUNWAREE, Vasant Kumar, Mr., Minister of Labour, Industrial Relations and Employment.

### *Person accompanying the Minister*

SERVANSING, Shree Baboo Chekitan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

## Government Delegates

RAMSAMY, Vijay Lutchmee, Mrs., Permanent Secretary, Ministry of Labour, Industrial Relations and Employment.

NEERUNJUN, Jayen, Mr., Assistant Director, Ministry of Labour and Industrial Relations and Employment.

### *Advisers and substitute delegates*

LATONA, Iqbal Mohamed, Mr., Minister Counsellor, Permanent Mission, Geneva.  
MUNGUR, Vishwakarmah, Mr., Counsellor, Permanent Mission, Geneva.  
SOOKMANEE, Umesh Kumar, Mr., Second Secretary, Permanent Mission, Geneva.  
WILFRID-RENE, Reena, Ms., Second Secretary, Permanent Mission, Geneva.

## Employers' Delegate

JEETUN, Azad, Mr., Director, Mauritius Employers' Federation.

### *Adviser and substitute delegate*

GOPAL, Mookeshwarsing, Mr., President, Mauritius Employers' Federation.

## Workers' Delegate

LAFOND, René, Mr., President, National Trade Union Confederation.

## Mauritanie Mauritania Mauritania

### *Ministre assistant à la Conférence*

OULD AHMED OULD DJEGUE, Mohamed, M.,  
Ministre de la Fonction publique et de l'Emploi.

### **Délégués gouvernementaux**

OULD MOHAMED LEMINE, Mohamed Saleck, M.,  
Ambassadeur, Représentant permanent, Mission  
permanente, Genève.

OULD CHEIKHNA, Khaled, M., Directeur du Travail et  
de la Prévoyance sociale, Ministère de la Fonction  
publique et de l'Emploi.

### *Conseillers techniques et délégués suppléants*

OULD MAGHA, Mahfoudh, M., Premier Conseiller,  
Mission permanente, Genève.

OULD GLEIGUEM, Abdallahi Salem, M., Directeur  
général, Caisse nationale de Sécurité sociale.

CISSE, Sidi, M., Chef, Division de la Coopération  
internationale, Ministère de la Fonction publique et de  
l'Emploi.

### **Délégué des employeurs**

OULD ABDALLAHI, Seyid, M., Secrétaire général,  
Confédération nationale du Patronat mauritanien.

### **Délégué des travailleurs**

OULD BOUBOU, Abderrahmane, M., Secrétaire général,  
Union des Travailleurs de Mauritanie.

### *Conseillers techniques et délégués suppléants*

OULD MOHAMED DIT NAHAH, Abdallahi, M.,  
Secrétaire général, Confédération générale des  
Travailleurs de Mauritanie.

OULD BEYE, Samory, M., Secrétaire général,  
Confédération libre des Travailleurs de Mauritanie.

KANE, Moctar, M., Secrétaire général, Union des  
Syndicats libres de Mauritanie.

OULD SIDOUMOU, Cheikh Sid'Ahmed, M., Secrétaire  
général, Union générale des Travailleurs de Mauritanie.

OULD AHMED, Mohamed El Habib, M., Secrétaire  
général, Union nationale des Travailleurs de  
Mauritanie.

## Mexique Mexico México

### *Ministro asistente a la Conferencia*

SALAZAR, Francisco Javier, Sr., Secretario del Trabajo y  
Previsión Social.

### *Personas que acompañan al Ministro*

MALDONADO, José Gerardo, Sr., Secretario Particular  
del Secretario del Trabajo y Previsión Social.

CAMACHO, Pedro, Sr., Director General de  
Comunicación Social, Secretaría del Trabajo y  
Previsión Social.

### **Delegados gubernamentales**

DE ALBA, Luis Alfonso, Sr., Embajador, Representante  
Permanente, Misión Permanente, Ginebra.

MACEDO, Pablo, Sr., Embajador, Representante  
Permanente Alterno, Misión Permanente, Ginebra.

### *Consejeros técnicos y delegados suplentes*

FAESLER, Julio, Sr., Jefe, Unidad de Asuntos  
Internacionales, Secretaría del Trabajo y Previsión  
Social.

ROVIROSA, Socorro, Sra., Ministro, Misión Permanente,  
Ginebra.

GONZÁLEZ, Juan José, Sr., Director General Adjunto,  
Organismos Económicos Regionales y Multilaterales,  
Secretaría de Relaciones Exteriores.

MORONES, Guadalupe, Sra., Subcoordinadora de Política  
Laboral Internacional, Secretaría del Trabajo y  
Previsión Social.

ANDRADE, Eduardo, Sr., Director General de Asuntos  
Jurídicos, Secretaría del Trabajo y Previsión Social.

RODRÍGUEZ, Manuel, Sr., Director General de Seguridad  
y Salud en el Trabajo, Secretaría del Trabajo y  
Previsión Social.

VALLE, Dulce María, Sra., Consejero, Misión  
Permanente, Ginebra.

GONZÁLEZ, Crista, Sra., Tercer Secretario, Misión  
Permanente, Ginebra.

### *Otras personas que asisten a la Conferencia*

ROSAS, Antonio, Sr., Subdirector de la Dirección para la  
OIT, Secretaría del Trabajo y Previsión Social.

CASADO, Susana, Sra., Especialista para la OIT,  
Secretaría del Trabajo y Previsión Social.

GARCÍA, Claudia, Sra., Tercer Secretario, Misión  
Permanente, Ginebra.

PÉREZ, Gracia, Sra., Asesora, Misión Permanente,  
Ginebra.

### **Delegado de los empleadores**

HALKIN, León, Sr., Presidente, Confederación de  
Cámaras Industriales de los Estados Unidos Mexicanos  
(CONCAMIN).

### *Consejero técnico y delegado suplente*

DE REGIL, Jorge, Sr., Vicepresidente, Comisión de  
Trabajo y Previsión Social, CONCAMIN.

### *Consejeros técnicos*

CARVAJAL, Octavio, Sr., Presidente, Comisión de  
Trabajo y Previsión Social, CONCAMIN.

YLLANES, Fernando, Sr., Vicepresidente, Comisión de  
Trabajo y Previsión Social, CONCAMIN.

GUTIÉRREZ, Reynold, Sr., Comisión de Trabajo y Previsión Social, CONCAMIN.  
MENA, Virgilio, Sr., Vicepresidente de Asuntos del Trabajo, COPARMEX FEMSA.  
GARCÍA, Juan pablo, Sr., Integrante de las Comisiones de Labor y de Seguridad Social, COPARMEX CEMEX.  
BARONA, Adela, Sra., Presidenta, Comisión de Seguridad, Salud en el Trabajo y Protección Civil, COPARMEX.  
GARZA, María Fernanda, Sra., Miembro, Comisión Ejecutiva, COPARMEX MASCOMEX.

#### *Otras personas que asisten a la Conferencia*

REGUERA, Manuel, Sr., Presidente, Comisión Jurídica, CONCAMIN.  
DÍAZ, Amado, Sr., Comisión de Trabajo y Previsión Social, CONCAMIN.  
MORALES, Hugo, Sr., Comisión de Trabajo y Previsión Social, CONCAMIN.  
MORALES, Luz María, Sra., Directora Jurídica, COPARMEX.  
GONZÁLEZ, Yesica, Sra., Directora de Asuntos Internacionales, COPARMEX.  
SANTOS, Enrique, Sr., Miembro, Comisión Laboral, COPARMEX.  
SÁNCHEZ MEJORADA, Carlos, Sr., Sánchez Mejorada y Pasquel, S. C.

#### **Delegado de los trabajadores**

ANDERSON, Hilda, Sra., Secretaria de Acción Femenil, Comité Nacional, CTM.

#### *Consejeros técnicos*

OJEDA, Ramón humberto, Sr., Presidente, Comisión de Relaciones Nacionales e Internacionales, Congreso del Trabajo; Secretario General, Federación Sindical de Trabajadores.  
RIVAS, Fernando, Sr., Vicepresidente, Comisión de Comunicación Social, Congreso del Trabajo; Secretario General, Confederación Obrera de México.  
BELTRÁN, Patricia, Sra., Secretaria, Comisión de las Mujeres, Congreso del Trabajo.  
LARIOS, Graciela, Sra., Secretaria de Relaciones, Comité Nacional, CTM.  
PINEDA, Javier, Sr., Secretario de Trabajo, Comité Nacional, CTM.  
SOSA, Juan José, Sr., Subsecretario de Relaciones, Comité Nacional, CTM.  
MEDINA, Salvador, Sr., Subsecretario de Relaciones, Comité Nacional, CTM.  
DEL VALLE, José, Sr., Secretario de Asuntos y Políticas Internacionales, CROC.

#### *Otras personas que asisten a la Conferencia*

GOTT, Adolfo, Sr., Subsecretario de Trabajo, Comité Nacional, Confederación de Trabajadores de México.  
RENDON, Hugo, Sr., Coordinador de Programas, Comité de Políticas Internacionales, CROC.  
SERNA, Agustín, Sr., Secretario General, Federación Revolucionaria de Obreros y Campesinos de Nuevo León, CROC.

MIRELES, Carlos, Sr., Diputado Federal, Federación Revolucionaria de Obreros y Campesinos de Nuevo León, CROC.  
SERNA DE LEÓN, Cesar, Sr., Federación Revolucionaria de Obreros y Campesinos de Nuevo León, CROC.  
PATLAX, Salvador, Sr., Federación Revolucionaria de Obreros y Campesinos de Nuevo León, CROC.  
ESPINOZA, Jorge, Sr., Secretario General, FATRM DE CAT.  
DIAZ, Juan Delfín, Sr., Delegado por el Estado de Veracruz, CAT.  
LUNA, Luisa, Sra., Delegada por el Distrito Federal, CAT.  
ESPINOZA, Raymundo, Sr., Asesor Legal, CAT.  
PADILLA, Gloria, Sra., Comisión de Mujeres, Congreso del Trabajo.

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## **République de Moldova Republic of Moldova República de Moldova**

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#### **Government Delegates**

SAINCIUC, Sergiu, Mr., Vice-Minister of Economy and Trade.  
REVENCO, Eugen, Mr., Permanent Representative, Permanent Mission, Geneva.

#### **Employers' Delegate**

CERESCU, Leonid, Mr., President, National Confederation of Employers.

#### *Adviser and substitute delegate*

AXENTI, Adrian, Mr., Executive Director-General, National Confederation of Employers.

#### **Workers' Delegate**

MANEA, Leonid, Mr., President, National Confederation of Free Trade Unions "Solidaritate".

#### *Adviser*

CHIRIAC, Petru, Mr., President, Trade Unions' Confederation.

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## **Mongolie    Mongolia    Mongolia**

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#### *Minister attending the Conference*

ODONCHIMED, Luvsan, Mr., Minister for Social Welfare and Labour of Mongolia.

#### **Government Delegates**

BOLDBAATAR, Danzannorov, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

ENKHTUYA, Tumur-Ochir, Mrs., Director, Labour Policy Coordination Department, Ministry of Social Welfare and Labour.

#### *Advisers and substitute delegates*

ERDEMBILEG, Sukhbaatar, Ms., Head, Foreign Cooperation Division, Ministry of Social Welfare and Labour.

TUVSHINSANAA, Jadamba, Mr., First Secretary, Permanent Mission, Geneva.

BATNASAN, Tsagaanlam, Mrs., Senior Officer, Labour Policy Coordination Department, Ministry of Social Welfare and Labour.

#### **Employers' Delegate**

GANBAATAR, Khuyag, Mr., Vice President, Mongolian Employers' Federation.

#### *Adviser and substitute delegate*

BATTSETSEG, Shagdar, Mrs., Head, Foreign Relations, Mongolian Employers' Federation.

#### *Advisers*

BAYARSAIKHAN, Yondon, Mr., Deputy Director, Erdenet Mining Company.

ADIYA, Donoi, Mr., Head, Human Resource and Management Department.

#### **Workers' Delegate**

SODNOMDORJ, Nyamjav, Mr., President, Confederation of Mongolian Trade Unions.

#### *Adviser and substitute delegate*

SUKHBAATAR, Zalmaa, Mr., Head, Foreign Relations, Confederation of Mongolian Trade Unions.

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## **Mozambique**

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#### *Ministre assistant à la Conférence*

TAÍPO, Maria Helena, Mme, Ministre du Travail.

#### *Personnes accompagnant le Ministre*

ZANDAMELA, Alexandre, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

BUANA, Jafar, M., Assistant personnel du Ministre du Travail.

#### **Délégués gouvernementaux**

MATÉ, Marta Isabel, Mme, Directrice, Division de Coopération, Ministère du Travail.

MUSSANE, Abílio Alberto, M., Directeur général, Institut national pour la Sécurité sociale.

#### *Conseiller technique et délégué suppléant*

DENGO, Juvenal Arcanjo, M., Division de coopération, Ministère du travail.

#### *Conseillers techniques*

MAHOQUE, Jerónimo Pires, M., Directeur général, Institut pour l'Emploi et la Formation professionnelle.

CARLOS, Manuel, M., Deuxième Secrétaire, Mission permanente, Genève.

#### **Délégué des employeurs**

CHACHINE, Lucas, M., Vice-président, Confédération des Associations économiques (CTA).

#### **Délégué des travailleurs**

SITOE, Mário Raimundo, M., Secrétaire des Relations internationales, Organisation des travailleurs du Mozambique (OTM).

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## **Myanmar**

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#### **Government Delegates**

SHEIN, Nyunt Maung, Mr., Ambassador, Permanent Representant, Permanent Mission, Geneva.

SHEIN, Chit, Mr., Director-General, Department of Labour.

#### *Advisers and substitute delegates*

SHIN, Tun, Mr., Deputy Attorney General, Attorney General Office.

MYINT, Hla, Mr., Deputy Director-General, International Organizations and Economic Department, Ministry of Foreign Affairs.

SWE, Nyunt, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

LAY, Khin Maung, Mr., Director, Department of Labour.

NYUN, Tha Aung, Mr., Counsellor, Permanent Mission, Geneva.

THU, Myint, Mr., Counsellor, Permanent Mission, Geneva.

#### **Employers' Delegate**

MYINT, Win, Mr., Chairman, Union of Myanmar Federation of Chamber of Commerce and Industry.

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## **Namibie Namibia Namibia**

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#### *Minister attending the Conference*

IILONGA, Petrus Nangolo, Mr., Deputy Minister of Labour and Social Welfare.

## Government Delegates

HIVELUAH, Ulitala, Mrs., Permanent Secretary.  
YA TOIVO, Vicki Erestien, Ms., Special Advisor to the Minister.

### Advisers

HORN, Christiaan Johannes, Mr., Deputy Director, International Relations and Advice.  
MWAFUFYA-SHIKONGO, Tuulikki, Ms., Deputy Labour Commissioner.  
HIKUAMA-MUPAINE, Kenapeta, Mr., Director, Labour Market Services.  
MULONGENI, Valentina Paneva, Ms., Director Labour Services.  
SHIKWAMBI, Ileni, Mr., Machinery Inspector.  
NARIS, Danelie, Ms., Chief Labour Relations Officer.

## Employers' Delegate

PARKHOUSE, Timothy David, Mr., Secretary General, Namibian Employers Federation.

### Adviser

SHIKONGO, Hofni Silvanus, Mr., Namibian Employers Federation, Board Member (Human Resources Manager).

## Workers' Delegate

VEHONGA MUHEUA, Alphäus, Mr., President, National Union of Namibia.

### Adviser

ITOPE, Suama, Ms., Vice Secretary (Western Region), National Union of Namibian Workers.

## Nicaragua

### Ministro asistente a la Conferencia

GURDIÁN CASTELLÓN, Virgilio, Sr., Ministro del Trabajo.

### Persona que acompaña al Ministro

MARTÍN, Alicia, Sra., Embajadora, Representante Permanente, Misión Permanente, Ginebra.

## Delegados gubernamentales

PALLÁIS, Edmond H., Sr., Viceministro del Trabajo.  
MARTÍNEZ FLORES, Yadira, Sra., Directora, Asuntos Internacionales, Ministerio del Trabajo.

### Consejeros técnicos

CRUZ TORUNO, Néstor, Sr., Primer Secretario, Misión Permanente, Ginebra.  
MORENO CAJINA, Roberto, Sr., Miembro del Consejo Directivo, Instituto Nacional de Seguridad Social.

NOGUERA CÁCERES, Emilio, Sr., Asesor Laboral, Corporación de Zonas Francas.

## Delegado de los empleadores

TORRES MONTES, Freddy, Sr., Tesorero, Unión de Productores Agropecuarios de Nicaragua, Consejo Superior de la Empresa Privada.

### Consejero técnico

ROMERO, Miguel, Sr., Vicepresidente, Cámara de Turismo, Consejo Superior de la Empresa Privada.

## Delegado de los trabajadores

SALAZAR AGUILAR, Nilo Manuel, Sr., Secretario General, Confederación General de Trabajadores Independientes.

### Consejero técnico

ANTONIO ZEPEDA, José, Sr., Secretario General, Confederación General de Trabajadores y Educadores de Nicaragua.

### Personas designadas de conformidad con el artículo 2, párrafo 3, i)

JIMÉNEZ, Frank, Sr., Secretario General, Central Nicaragüense de Trabajadores (CNT).  
MARTÍNEZ SAAVEDRA, Carlos, Sr., Secretario General, Confederación General de Unidad Sindical Autónoma (CUSA).

## Niger

### Ministre assistant à la Conférence

KANDA, Siptey, Mme, Ministre de la Fonction publique et du Travail.

## Délégués gouvernementaux

SIDDO, Hamadou, M., Secrétaire général adjoint.  
MAINA, Chegou Kochi, M., Conseiller technique, Ministère en Travail et Sécurité sociale.

### Conseillers techniques

ABDOU, Dounama, M., Directeur du Travail et de la Sécurité sociale.  
HAROUNA, Abdourahamane, M., Directeur, Promotion de l'Emploi et de la Formation professionnelle continue.  
IDRISSA, Amadou, M., Directeur, Agence nationale pour la Promotion de l'Emploi (ANPE).  
ZEÏNABOU, Sako, Mme, Directrice générale, Caisse nationale de Sécurité sociale.  
BARINGAYE, Akilou Ahmet, M., Conseiller juridique, Caisse nationale de Sécurité sociale.

## **Délégué des employeurs**

OUSMANE, Amadou, M., Membre, Conseil National du Patronat nigérien (CNPN).

### *Conseillers techniques*

SEYBOU, Saley, M., Membre, CNPN.  
LAWAL KADER, Hassane, M., Conseil national du Patronat nigérien, CNPN.

## **Délégué des travailleurs**

SIDIBE, Issoufou, M., Confédération démocratique des Travailleurs du Niger (CDTN).

### *Conseillers techniques*

MAMADOU, Sako, M., Confédération nigérienne du Travail (CNT).  
MALAM SOFFO, Salifou, M., Union générale des Travailleurs du Niger (UGTN).  
MAÏGANDI, Abdou, M., Union des Syndicats des Travailleurs du Niger (USTN).  
ELHADJ DADDO, Mahaman Mansour, M., Secrétaire général, Confédération générale des Syndicats libres du Niger (CGSL-Niger).

## **Nigeria**

### *Minister attending the Conference*

LAWAL, Hassan Muhammad, Mr., Minister of Labour and Productivity.

### *Persons accompanying the Minister*

ISA, Idris, Mr., Personal Assistant to the Minister.  
OJO, Olusegun, Mr., Chairman, MILLS.  
OKOLI, Joe, Mr., Chairman, NSITF.  
ADEWOLU, A.S., Mr., Chairman, IAP.  
TUKURA, Victor, Mr., Special Assistant to the Minister.

## **Government Delegates**

KORI PAMO-AGARY, Timiebi, Mr., Permanent Secretary.  
OLANREWAJU, O., Ms., Deputy Director (Labour).

### *Adviser and substitute delegate*

NWANKWO, I., Ms., Deputy Director (Factory Inspection).

### *Advisers*

AJAYI, S.T., Ms., Director-General, NPC.  
ADELODUN, S.O., Mr., Director-General, NDE.  
MOHAMMED, A.R., Mr., Managing Director, NSITF.  
OLANREWAJU, J.A., Mr., Director, MILLS.  
SULAI, Rhoda, Ms., Director, Finance and Supply.  
AMEGO, Juliet, Ms., Director, PRS.  
EGHOBAMIEN, V.A., Ms., Director, TUSIR.  
OLAOKE, C.A., Mr., Deputy Director, PRS.

BRAIMAH, T.O., Ms., Assistant Director, Labour Inspection.

DIKE, C., Ms., Assistant Director, TUSIR.

YAHAYA, Umar, Mr., Assistant Director, Bauchi State.

ONWUMERE, A.N., Mr., Assistant Director, Taraba State.

AJUZIE, P.N.U., Mr., Assistant Director, TUSIR.

MORKA, C.E., Mr., Assistant Director, Edo State.

AIMIUWU, O., Ms., Chief Labour Officer.

### *Persons appointed in accordance with Article 2, paragraph 3(i)*

ADABA, H.G.N., Ms., Director, Inspectorate.

KONDUGA, B.S., Mr., Deputy Director, Trade Test.

OBI, M.O., Mr., Assistant Director, Kwara State.

NEBURAGHO, D.E., Mr., Chief Labour Officer.

JEMIDE, V.E., Ms., Assistant Chief Labour Officer.

ABIDOGUN, Taiwo, Mr., Legal Adviser.

ESSAH, A.E., Mr., Principal Labour Officer.

ATOBATELE, J.O., Mr., C.T.T.O. Plateau State.

### *Representatives of a State or Province*

SUOWARI, Raffi, Ms., Chairperson, Civil Service Commission, Bayelsa State.

IKOLI, Sylvester, Mr., SA, Labour & Employment Generation.

EBIMOGHA, Marsh, Mr.

### *Other persons attending the Conference*

EWA-HENSHAW, Basse, Mr., Senator.

MACCIDO, Badamasi, Mr., Senator.

OMISORE, Iyiola, Mr., Senator.

BRAMBAlFA, J.K., Mr., Senator.

HANGA, Rufai, Mr., Senator.

ABUBAKAR, A.G., Mr., Deputy Director, International Collaboration.

ADEKEMI, C.O., Mr., Assistant Director, PRS (NDE).

VIANANA, A.D., Mr., Arbitrator.

JEMINIWA, J.O., Mr., Arbitrator.

BASSI, Fatima A., Ms., Arbitrator.

ADELODUN, Deborah, Ms., Accompanying Spouse.

MOHAMMED, H.R., Ms., Accompanying Spouse.

## **Employers' Delegate**

OSHINOWO, Olusegun A., Mr., Director-General (NECA).

### *Adviser and substitute delegate*

AJAEGBU, Uche, Ms., Head, Ind. Relations, Research & Information.

### *Advisers*

MOKIKAN, Femi, Mr., Chairman, Comm. on Human Resources Experts.

OWEI, Daru, Mr., General Manager, Nigeria Agip Oil Ltd.

EKONG, D.U., Mr., Admin. Manager, Newbisco Ltd.

BURAIMOH, Demola, Mr., HR and Corporate Affairs Manager, Nigerite Ltd.

IBRAHIM, Jimoh, Mr., Group Executive Officer, NICON Insurance.



ABDULLAHI, Ado, Mr., Executive Director, Union Bank Plc.

OGUNDE, A.O., Mr., DGM, Union Bank Plc.

*Persons appointed in accordance with Article 2, paragraph 3(i)*

AGAKA, Ismaila M., Mr., Assistant General Manager.

ILLOH, C., Mr., Assistant Director.

RAMALAN, A.T., Mr., Executive Chairman (JOMALIC).

FAYEMI, Oluwayemisi T., Ms., Chief Maritime Labour Officer.

*Other persons attending the Conference*

EREKOSIMA, M.A., Mr., Sonny, Chief Maritime Labour Officer.

SIDI, Umar Ibrahim, Mr., Chief Maritime Labour Officer.

AJIBADE, Adedeji, Mr., Chief Press Officer.

**Workers' Delegate**

OSHIOMHOLE, Adams, Mr., NLC President.

*Advisers*

ODAH, John, Mr., NLC General Secretary.

TAKOR, Ivor, Mr., NLC Treasurer.

IRABOR, Onilolease, Mr., NLC Vice-President.

OYERINDE, Olaitan, Mr., NLC International Officer.

ILESANMI, Yemisi, Mr., NLC Assistant Secretary.

OBIAJULU, Peace, Ms., TUC President.

ADEYEMI, Peter, Mr., General Secretary, NASU.

BABALOLA, G.T., Mr., TUC Deputy President.

*Persons appointed in accordance with Article 2, paragraph 3(i)*

FADAKINTE, M.M., Mr., General Secretary, PENGASSAN.

ABUBAKAR, Saidu, Mr., Vice-Chairman, IAP.

*Other persons attending the Conference*

AGIDANI, Solomon, Mr., Chairman, Labour Committee, Fed. House of Reps. (HOR).

ABUBAKAR, Momoh, Mr., Member, HOR.

AJATTA, Joseph, Mr., Member, HOR.

EDUN, Z.O., Mr., Member, HOR.

IZUNASO, Osita, Mr., Member, HOR.

ABUBAKAR, Mohammed, Mr., Member, HOR.

AGIDANI, Rebecca, Ms., Accompanying Spouse.

**Norvège Norway Noruega**

*Ministers attending the Conference*

STOSTAD, Jan Erik, Mr., State Secretary, Ministry of Labour and Social Inclusion.

STENHAMMER, Anne, Mrs., State Secretary, Ministry of Foreign Affairs.

*Persons accompanying the ministers*

RYEN, Harald Andre, Mr., Deputy Director-General, Ministry of Labour and Social Inclusion.

HANSEN, Thorfrid, Mrs., Deputy Director-General, Ministry of Labour and Social Inclusion.

**Government Delegates**

STROMMEN, Wegger Chr., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

OYVIND, Vidnes, Mr., Counsellor, Permanent Mission, Geneva.

*Advisers and substitute delegates*

BRUAAS, Odd, Mr., Adviser, Ministry of Labour and Social Inclusion.

YTTERDAL, Grete, Mrs., Adviser, Ministry of Labour and Social Inclusion.

*Advisers*

STENVOLD, Thoralf, Mr., Senior Adviser, Ministry of Foreign Affairs.

BLOKKUM, Merete, Ms., Adviser, Directorate of Labour Inspection.

VIGERUST, Elisabeth, Mrs., Adviser, Ministry of Labour and Social Inclusion.

**Employers' Delegate**

RIDDERVOLD, Toril, Mrs., Adviser, Confederation of Norwegian Enterprise (NHO).

*Adviser and substitute delegate*

MAGNUSSEN, Olav, Mr., Director, NHO.

*Advisers*

BENONISEN, Ann Torill, Mrs., Assistant Director, NHO.

EGEDE-NISSEN, Gerd, Mrs., Attorney-at-Law, NHO.

OVERAAE, Liv, Mrs., Special Adviser, Norwegian Association of Local and Regional Authorities (KS).

*Other persons attending the Conference*

VAGENG, Sigrun, Mrs., Executive Director, Labour Market and Social Affairs, NHO.

NORDLIE, Kim, Mr., Executive Director, Industrial Affairs, Federation of Norwegian Commercial and Service Enterprises (HSH).

**Workers' Delegate**

THEODORSEN, Karin Beate, Ms., Deputy International Secretary, Norwegian Confederation of Trade Unions (LO-Norway).

*Adviser and substitute delegate*

ERIKSON, Bjorn, Mr., Adviser, LO-Norway.

*Advisers*

MJOBORG, Nina, Ms., Adviser, LO-Norway.

JONSRUD, Dag Bjornar, Mr., Senior Adviser, Norwegian Confederation of Vocational Unions (YS).  
EGGEN, Gjertrud, Ms., Senior Adviser, Confederation of Unions for Professionals (UNIO).

#### *Other persons attending the Conference*

VALLA, Gerd-Liv, Ms., President, LO-Norway.  
YSSEN, Ingunn, Ms., International Secretary, LO-Norway.  
EL JERIES, Moussa, Mr., Adviser, LO-Norway.  
PARKER, Christine, Ms., Adviser, LO-Norway.  
FRANCISCO, Floro, Mr., Regional Consultant, Asia, LO-Norway.  
SIAME, Alice Gondwe, Ms., Adviser, Africa, LO-Norway.  
THOMSEN, Wenche, Ms., Adviser, LO-Norway.  
FOLKESTAD, Anders, Mr., President, UNIO.  
BJORGEN, Randi G., Ms., President, YS.  
SANDBERG, Frode, Mr., International Secretary, YS.  
BERNTSEN, Hasse, Mr., Counsellor, United Nations Association (FN-sambandet i Norge).

## **Nouvelle-Zélande New Zealand Nueva Zelandia**

#### *Minister attending the Conference*

DYSON, Ruth, Ms., Minister of Labour.

#### *Persons accompanying the Minister*

BUWALDA, James, Mr., Secretary of Labour, Department of Labour.  
KEENE, Lyndon, Mr., Advisor.

#### **Government Delegates**

ANNAKIN, Andrew, Mr., Deputy Secretary, Workplace, Department of Labour.  
STEFFENS, Rebecca, Ms., Director, International Services, Department of Labour.

#### *Advisers and substitute delegates*

KINLEY, Shane, Mr., Policy Manager, Employment Relations, Workplace, Department of Labour.  
INDER, Catherine, Ms., Adviser, International Services, Department of Labour.  
MACKAY, Don, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
KIDDLE, Nik, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

#### **Employers' Delegate**

O'REILLY, Phil, Mr., Chief Executive, Business New Zealand.

#### *Advisers and substitute delegates*

MACKAY, Paul, Mr., Manager, Employment Relations Policy, Business New Zealand.  
COLLINS, Stephen, Mr., President, Business New Zealand.

#### **Workers' Delegate**

WILSON, Ross, Mr., President, New Zealand Council of Trade Unions.

#### *Advisers and substitute delegates*

WAGSTAFF, Richard, Mr., National Secretary, Public Service Association.  
CLAIR, Sharon, Ms., New Zealand Nurses' Organisation and Vice-President Maori, New Zealand Council of Trade Unions.

## **Oman**

#### *Minister attending the Conference*

JUMA, Ali Juma, Mr., Minister of Manpower.

#### **Government Delegates**

ALBUSAIIDI, Hamad Hilal, Mr., Undersecretary for Labour, Ministry of Manpower.  
ALRIYAMI, Ahmed Mohammed, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

ALABDUWANI, Ali Hassan Ali, Mr., Advisor to the Minister for Manpower Planning.  
ALAKHZAMI, Yunis Khalfan, Mr., Director General, Planning and Development.  
ALMIQBALIAH, Nadia Ali Humaid, Ms., Head of International Relations, Office of the Minister.  
ALSHIBLI, Rashid Saeed, Mr., Director of the Undersecretary Office, Ministry of Manpower.  
ALSHANFARI, Mohammed Ahmed, Mr., First Secretary, Permanent Mission, Geneva.  
ALZADGALI, Yusuf Essa, Mr., First Secretary, Permanent Mission, Geneva.  
ALHASHMIAH, Nasra Salim, Mrs., Second Secretary, Permanent Mission, Geneva.  
ALBULUSHI, Othman Darwish, Mr., Second Secretary, Permanent Mission, Geneva.  
ALHARTHY, Mohammed Essa, Mr., Secretary for Academic Affairs, Minister's Office.

#### **Employers' Delegate**

ALGHATAMI, Salim Saeed, Mr., President, Chamber of Commerce and Industry.

#### *Advisers and substitute delegates*

ALKHUNJI, Khalil Abdulla, Mr., Ahmed and Mohammed Alkhunji for Trade.  
ALRUBAIE, Hamdan Seif, Mr., Member, Chamber of Commerce and Industry.  
MACKI, Habib Abdualnabi, Mr., Member, Chamber of Commerce and Industry.  
ASHOUR, Hani Jumaan, Mr., Abu Hani Establishment.

ALLAWATI, Mohammed Abdulhusain Bhacker, Mr.,  
Backer Suleiman Jaffer Company.  
HUSSAIN JAWAD, Mohammed Ali, Mr., UUU Towel  
Company.  
KHIMJI, Pankaj k. Ramdas, Mr., Director, Khimji Ramdas  
Company.

### **Workers' Delegate**

ASSADALLAH, Abdulazeem Abbas, Mr., Head,  
Administrative Authority, Main Committee of  
Workers.

#### *Advisers and substitute delegates*

ALJABRI, Saud Ali, Mr., Deputy Head, Administrative  
Authority, Main Committee of Workers.  
ALNAHARI, Saud Ahmed, Mr., Member, Administrative  
Authority, Main Committee of Workers.  
ALHASHMIAH, Aida Shamis, Mrs., Member,  
Administrative Authority, Main Committee of  
Workers.  
ALHASHIMI, Rashid Saeed, Mr., Member,  
Administrative Authority, Main Committee of  
Workers.  
ALKHUNJARI, Anwar Abdualrahman, Mr., Treasurer &  
Member, Administrative Authority, Main Committee  
of Workers.  
ALBATASHI, Nabhan Ahmed, Mr., Treasurer Assistance  
and Member, Main Workers Committee.

## **Ouganda Uganda Uganda**

### **Government Delegates**

BALIHUTA, Arsene M., Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
OBONG, David O.O., Mr., Permanent Secretary.

#### *Advisers and substitute delegates*

OLWENY, Claudius Mary, Mr., Director of Labour.  
DAVID, Ogaram, Mr., Commissioner for Labour.

#### *Adviser*

BERNARD, Amuriat, Mr., Labour Officer (Industrial  
Relations).

### **Employers' Delegate**

SSENABULYA, Rosemary, Ms., Executive Director,  
Federation of Uganda Employers.

#### *Advisers*

BANDEEBIRE, Martin, Mr., Ag. Managing Director,  
National Social Security Fund.  
DHIKUSOOKA, P.M., Mr., General Manager  
Administration, Sugar Corporation of Uganda Ltd.  
LAPENGA, Amos Can, Mr., Human Resources Manager,  
National Water & Sewerage Corporation Ltd.

GIDONGO, Rose, Mrs., Director, Personnel and  
Administration, Civil Aviation Authority.  
THENGE, Moses, Mr., Human Resources Manager,  
Kakira Sugar Works Ltd.  
BIZIMANA, Hope, Mrs., Human Resources Manager,  
National Social Security Fund.

### **Workers' Delegate**

ONGABA, Lyelmoi Otong, Mr., Secretary General,  
National Organization of Trade Unions.

#### *Adviser*

PAJOBBO, Joram Bruno, Mr., General Secretary, National  
Union of Plantation and Agricultural Workers;  
Workers' MP.

## **Pakistan**

### **Government Delegates**

KHAN, Masood, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
MALIK, Ahsan Akhtar, Mr., Joint Secretary, Ministry of  
Labour, Manpower & Overseas Pakistanis.

#### *Advisers*

JANJUA, Tehmina, Ms., Deputy Permanent  
Representative, Permanent Mission, Geneva.  
HASSAN FAIZ, Raja Faizul, Mr., Central Labour  
Advisor, Ministry of Labour, Manpower & Overseas  
Pakistanis.  
MALIK, Asif Hayat, Mr., Secretary, Ministry of Labour,  
Manpower and Overseas Pakistanis.  
TIRMIZI, Faisal Niaz, Mr., First Secretary, Permanent  
Mission, Geneva.  
SHAH, Faryal, Ms., Consultant, Permanent Mission,  
Geneva.

### **Employers' Delegate**

TABANI, Ashraf W., Mr., President, Employers'  
Federation of Pakistan.

### **Workers' Delegate**

AHMED, Khursheed, Mr., General Secretary, All Pakistan  
Federation of Trade Unions (APFTU).

## **Panama**

#### *Ministro asistente a la Conferencia*

RIVERA ESCUDERO, Reynaldo E., Sr., Ministro de  
Trabajo y Desarrollo Laboral.

### *Persona que acompaña al Ministro*

HERN, Emma, Sra., Secretaria Ejecutiva del Ministro de Trabajo y Desarrollo Laboral.

### **Delegados gubernamentales**

CASTILLERO CORREA, Juan Alberto, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

AGUILAR JAÉN, Ricardo, Sr., Asesor de Asuntos Internacionales, Ministerio de Trabajo y Desarrollo Laboral.

### *Consejeros técnicos y delegados suplentes*

CORRALES, Jorge, Sr., Consejero, Misión Permanente, Ginebra.

RITTER, Luis Eduardo, Sr., Director de las Juntas de Conciliación y Decisión, Dirección Regional de Herrera, Ministerio de Trabajo y Desarrollo Laboral.

DE REYES, Una Alfú, Sra., Embajadora, Representante Permanente Adjunta, Misión Permanente, Ginebra.

### *Consejeros técnicos*

RIVERA STAFF, Jorge Oscar, Sr., Asistente, Ministro de Trabajo y Desarrollo Laboral.

VILLARREAL, Abel Caballero, Sr., Asistente, Ministro de Trabajo y Desarrollo Laboral.

### **Delegado de los empleadores**

AIZPURÚA, Manuel Virgilio, Sr., Presidente, Comisión Laboral; Asesor, Consejo Nacional de la Empresa Privada (CONEP).

### *Consejeros técnicos*

LINERO, Aurelio, Sr., Miembro, Comisión Laboral; Asesor, CONEP.

MIRANDA, Giovanna, Sra., Miembro, Comisión Laboral, CONEP.

AIZPURÚA ROJAS, Manuel, Sr., Abogado, Comisión Laboral, Consejo Nacional de la Empresa Privada (CONEP).

### **Delegado de los trabajadores**

PEDROZA RODRÍGUEZ, José A., Sr., Secretario General, Confederación de Trabajadores de la República de Panamá (CGT); Miembro, Consejo Nacional de Trabajadores Organizados (CONATO).

### *Consejeros técnicos*

BONILLA CASTILLO, Erick, Sr., Secretario, Federación Sindical de Trabajadores de la República de Panamá (FSTRP); Miembro, CONATO.

PUGA RODRÍGUEZ, Guillermo, Sr., Secretario General, CGT; Miembro, CONATO.

## **Papouasie-Nouvelle-Guinée Papua New Guinea Papua Nueva Guinea**

### *Minister attending the Conference*

BIYAMA, Roy, Mr., Minister for Labour and Industrial Relations.

### *Person accompanying the Minister*

MESAK, Eric, Mr., First Secretary to the Minister.

### **Government Delegates**

TIBU, David, K.G., Mr., Secretary, Department of Labour and Industrial Relations.

FREEMAN, Luke, Mr., Executive Manager, Industrial and Employee Relations, Department of Personnel Management.

### *Advisers*

LOVAGA, Maria, Mrs., Acting First Assistant Secretary, Labour Standards, Department of Labour and Industrial Relations.

SAPULAI, Kornet, Mr., Acting Assistant Secretary, Policy and Research Division, Department of Labour and Industrial Relations.

SAMUEL, Richard, Mr., Acting Director, International Labour Affairs Division, Department of Labour and Industrial Relations.

POKANA, Peter L., Mr., Acting Director, National Tripartite Consultative Council Secretariat, Ministry for Labour and Industrial Relations.

### **Employers' Delegate**

WILLIE, Florence, Ms., Legal Counsel, Employers Federation of Papua New Guinea.

### **Workers' Delegate**

MELAN, Ayang, Mr., National President, Papua New Guinea Trade Union Congress.

## **Pays-Bas Netherlands Países Bajos**

### *Minister attending the Conference*

DE GEUS, Aart Jan, Mr., Minister for Social Affairs and Employment.

### *Persons accompanying the Minister*

LANGEJAN, Theo, Mr., Director-General, Ministry of Social Affairs and Employment.

VERSTEEG, Bea, Ms., Information Officer, Communication Directorate, Ministry of Social Affairs and Employment.

## Government Delegates

BEETS, Lauris, Mr., Director International Affairs, Ministry of Social Affairs and Employment.  
DE JONG, Ian, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

VAN LEUR, Alette, Ms., Deputy Director, Ministry of Social Affairs and Employment.  
KAASJAGER, Sanne, Mr., First Secretary, Permanent Mission, Geneva.

### *Advisers*

ATTEVELD, Geert, Mr., Policy Advisor, Ministry of Social Affairs and Employment.  
BEL, Wim, Mr., Policy Advisor, Ministry of Social Affairs and Employment.  
GRILK, Marianne, Ms., Policy Advisor, Ministry of Social Affairs and Employment.  
DE KAM, Jessica, Ms., Policy Advisor, Ministry of Social Affairs and Employment.  
VAN DER LOUW, Cynthia, Ms., Policy Advisor, Ministry of Social Affairs and Employment.  
RODRIGUES, Vasco, Mr., Policy Advisor, Ministry of Social Affairs and Employment.  
ELS, Virlene, Ms., Policy Advisor, International Labour Affairs, the Netherlands Antilles.  
ALEJANDRA, Humphrey, Mr., Policy Advisor, Directorate of Labour, the Netherlands Antilles.

### *Other persons attending the Conference*

ALGRA, Rendert, Mr., Member of Parliament.  
DOUMA, Kris, Mr., Member of Parliament.  
VAN WISSEN, Rianne, Ms., Ministry of Social Affairs and Employment.  
BOSSE, Claire, Ms., Researcher, Tilburg University, Faculty of Law.

## Employers' Delegate

RENIQUE, Chiel J.E.G., Mr., Head, Education and Training Department, Confederation of Netherlands Industry and Employers (VNO-NCW).

### *Adviser and substitute delegate*

VAN HAASTEREN, Fred, Mr., Executive Chairman, Randstad Holding; Expert, Employment Relations, VNO-NCW.

### *Advisers*

BLIJLEVENS, Rene, Mr., Senior Advisor, Employment Relations and Labour Law, VNO-NCW.  
KONING, Bob J.H., Mr., Advisor Health and Safety Affairs, VNO-NCW.  
FERRIER, Michale, Mr., Director, Sint Maarten Hospitality & Trade Association, the Netherlands Antilles.

## Workers' Delegate

ETTY, Tom, Mr., Policy Advisor, International Affairs, Netherlands Trade Union Confederation (FNV).

### *Adviser and substitute delegate*

SLOOTWEG, Evert Jan, Mr., Secretary for International Affairs, National Federation of Christian Trade Unions in the Netherlands (CNV).

### *Advisers*

VAN KRUINING, Paul F., Mr., Staff Member, Trade Union Federation for Middle and Higher-Level Employees (Unie MHP).  
KOOYMANS, Hella, Ms., Legal Advisor, FNV.  
VAN WEZEL, Annie, Ms., Policy Advisor, FNV.  
COVA, Pablo, Mrs., President, Sentral di Sindikatonan Korsou, the Netherlands Antilles.

### *Other person attending the Conference*

VAN DE LUYTGAARDEN, Mario, Mr., Policy Adviser, FNV.

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## Pérou Peru Perú

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### *Ministro asistente a la Conferencia*

ALMERÍ VERAMENDI, Carlos, Sr., Ministro de Trabajo y Promoción del Empleo.

## Delegados gubernamentales

BRINGAS ACEVEDO, Sergio, Sr., Asesor Técnico de la Alta Dirección.  
BERAUN, Eliana, Srta., Primera, Secretaria, Misión Permanente, Ginebra.

### *Consejero técnico y delegado suplente*

MIRANDA HURTADO, Guillermo, Sr., Director General, Oficina de Asesoría Jurídica.

## Delegado de los empleadores

LA HOZ SALMÓN, Alberto Felipe, Sr., Confederación Nacional de Instituciones Empresariales Privadas (CONFIEP).

### *Consejero técnico y delegado suplente*

BARRENECHEA CALDERÓN, Julio César, Sr., CONFIEP.

### *Consejero técnico*

AZURÍN, Nestor Pedraza, Sr., CONFIEP.

## Delegado de los trabajadores

HUAMÁN RIVERA, Mario, Sr., Confederación General de Trabajadores del Perú (CGTP).

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## Philippines Philippines Filipinas

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### *Minister attending the Conference*

STO. TOMAS, Patricia A., Mrs., Secretary, Department of Labor and Employment.

### **Government Delegates**

MANALO, Enrique S., Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
PADILLA, Luzviminda G., Mrs., Undersecretary, Department of Labor and Employment.

### *Advisers*

BITONIO, Benedicto Ernesto R. Jr., Mr., Chairman, National Labor Relations Commission.  
URSUA, Grace Y., Mrs., Director, Department of Labor and Employment, Regional Office.  
LAGUNZAD, Ciriaco III A., Mr., Labor Attaché, Philippine Overseas Labor Office, Permanent Mission, Geneva.  
EASTWOOD, Veronica A., Mrs., Welfare Officer, Permanent Mission, Geneva.  
GARCIA II, Jesus Enrique G., Mr., Vice-Consul.

### *Other persons attending the Conference*

ROMAN, Antonino P., Mr., Congressman, House of Representatives.  
LAGMAN, Edcel C., Mr., Congressman, House of Representatives.  
GULLAS, Eduardo R., Mr., Congressman, House of Representatives.

### **Employers' Delegate**

SORIANO, Rene Y., Mr., President, Employers' Confederation of the Philippines.

### *Advisers*

VARELA, Miguel B., Mr., Chairman of the Board, Employers' Confederation of the Philippines.  
PAYOS, Ranulfo P., Mr., Vice-President, Employers' Confederation of the Philippines.

### **Workers' Delegate**

MENDOZA, Democrito T., Mr., Chairman, Labor Solidarity Movement.

### *Advisers*

VILLAVIZA, Alejandro C., Mr., Vice-President, Trade Union Congress of the Philippines (TUCP); President, Philippine Federation of Labor.  
MONTAÑO, Allan S., Mr., President, Federation of Free Workers.  
BALAIS, Victorino F., Mr., Vice-President, Trade Union Congress of the Philippines; Trustee, Overseas Workers Welfare Administration.

MENDOZA, Marianita O., Mrs., Vice-President, Trade Union Congress of the Philippines; Commissioner, Social Security Commission.

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## Pologne Poland Polonia

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### **Government Delegates**

KALATA, Anna, Mrs., Minister for Labour and Social Policy.  
RAPACKI, Zdzislaw, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

MISZTAL, Andrzej, Mr., Minister Counsellor, Deputy Permanent Representative, Permanent Mission, Geneva.  
LEMIESZEWSKA, Renata, Ms., Counsellor, Permanent Mission, Geneva.

### *Advisers*

GALWAS, Magdalena, Ms., Expert, Central Institute for Labour Protection.  
KOSTULSKA, Magdalena, Ms., Expert, Social Dialogue and Social Partnership Department, Ministry of Labour and Social Policy.  
SZEMPLINSKA, Elzbieta, Ms., Advisor to the Minister, Labour Law Department, Ministry of Labour and Social Policy.  
WYSOCKA-MADEJ, Magdalena, Ms., Expert, Social Dialogue and Social Partnership Department, Ministry of Labour and Social Policy.

### **Employers' Delegate**

BOBROWSKI, Boguslaw, Mr., Expert, Confederation of Polish Employers.

### *Adviser and substitute delegate*

BONI, Michal, Mr., Advisor to the Executive Board, Polish Confederation of Private Employers  
LEWIATAN.

### *Advisers*

LENART, Zbigniew, Mr., Member of the Executive Board, Polish Craft Association.  
PERNAL, Hanna, Ms., Expert, Confederation of Polish Employers.

### **Workers' Delegate**

WOJCIK, Tomasz, Mr., Member, National Commission, Independent and Self-Governing Trade Union "Solidarnosc".

### *Adviser and substitute delegate*

LEPIK, Ryszard, Mr., Deputy President, All-Poland Alliance of Trade Unions.

## Advisers

WOJCIK, Andrzej, Mr., Expert, Trade Unions' Forum.  
MUSKAT-GORSKA, Zuzanna, Ms., Expert, Independent and Self-Governing Trade Union "Solidarnosc".  
MIERZEJEWSKI, Zygmunt, Mr., Deputy President, Trade Unions' Forum.  
OSTROWSKI, Piotr, Mr., Expert, All-Poland Alliance of Trade Unions.

internationale du Travail, Ministère du Travail et de la Solidarité sociale.  
FERREIRA COELHO SERRA, Maria Manuela, Mme, Chef de division, Sécurité, Hygiène et Santé du Travail, Ministère du Travail et de la Solidarité sociale.  
GONÇALVES DA SILVA, Rui, M., Directeur régional du Travail, Région autonome de Madère.  
COELHO, Teresa, Mme, Expert du Cabinet pour la Coopération, Ministère du Travail et de la Solidarité sociale.

## Portugal

### *Ministres assistant à la Conférence*

FONSECA VIEIRA DA SILVA, José António, M.,  
Ministre du Travail et de la Solidarité sociale.  
BRAZÃO DE CASTRO, Eduardo António, M., Secrétaire régional des Ressources humaines de la Région autonome de Madère.

### *Personnes accompagnant les ministres*

DA COSTA PEREIRA, José Caetano, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
PEREIRA MARQUES, Carlos, M., Représentant permanent adjoint, Mission permanente, Genève.

### *Personne accompagnant le Ministre*

OLIVEIRA DA SILVA PINTO, José Pedro, M., Assesseur de presse, Ministre du Travail et de la Solidarité sociale.

### **Délégués gouvernementaux**

RIBEIRO LOPES, Fernando, M., Directeur général de l'Emploi et des Relations du Travail, Ministère du Travail et de la Solidarité sociale.  
SOUSA FIALHO, José António, M., Conseiller pour les Affaires du Travail et de l'Emploi, Mission permanente, Genève.

### *Conseillers techniques*

MAIA MACHADO, Carlos, M., Secrétaire général, Conseil régional de Concertation stratégique, Région autonome des Açores.  
DE SOUSA JR., Fernando, M., Assesseur de Cabinet pour la Coopération, Ministère du Travail et de la Solidarité sociale.  
DE MELO MEDEIROS, João, M., Directeur, Services du Travail, Région autonome des Açores.  
DE CARVALHO, Paulo Morgado, M., Inspecteur général du Travail, Ministère du Travail et de la Solidarité sociale.  
GASPAR, Jorge, M., Président, Conseil directif, Institut pour la Sécurité, Hygiène et Santé du Travail, Ministère du Travail et de la Solidarité sociale.  
MACEDO, José Rosa, M., Directeur, Services du Travail, Ministère du Travail et de la Solidarité sociale.  
ROBERT LOPES, Maria Helena, Mme, Chef de division, Cabinet pour les Affaires de l'Organisation

### *Autres personnes assistant à la Conférence*

LEITE BETTENCOURT, Rui, M., Directeur régional de la Jeunesse, de l'Emploi et de la Formation professionnelle, Région autonome des Açores.  
FIGUEIRA, Lucília, Mme, Directeur général de la Coopération, Ministère du Travail et de la Solidarité sociale.

### **Délégué des employeurs**

D'ALMEIDA FREIRE, Pedro, M., Confédération du Commerce et Services du Portugal.

### *Conseillers techniques*

FREIRE, Alexandra, Mme, Juriste, Confédération des Agriculteurs du Portugal.  
ABRANTES, António, M., Secrétaire général, Confédération du Tourisme portugais.  
NAGY MORAIS, Cristina, Mme, Chef de Cabinet de la Direction, Confédération des Agriculteurs du Portugal.  
FERNANDES SALGUEIRO, Heitor F., M., Directeur, Confédération de l'Industrie portugaise.  
DE SOUZA, Jorge, M., Consultant juridique, Association commerciale et industrielle du Funchal.  
ALVES BAPTISTA, Ana Maria Viana Pais, Mme, Expert, Confédération du Commerce et Services du Portugal.  
CORREIA CUSTÓDIO, Mário Jorge, M., Secrétaire général, Chambre du Commerce et de l'Industrie des Açores.  
BERNARDO, Nuno, M., Juriste, Confédération du Tourisme portugais.

### **Délégué des travailleurs**

GOMES PROENÇA, João António, M., Secrétaire général, Union générale des Travailleurs (UGT).

### *Conseillers techniques*

BAPTISTA MORAIS, Aida Carla, Mme, Membre, Union générale des Travailleurs (UGT).  
DA COSTA FARIAS, Armando, M., Membre, Conseil national, Confédération générale des Travailleurs portugais (CGTP-IN).  
DE CARVALHO, Carlos António, M., Membre, CGTP-IN.  
ALVES TRINDADE, Carlos Manuel, M., Membre, Commission exécutive, CGTP-IN.  
MEIRINHO DE JESUS, José Manuel C., M., Secrétaire national permanent, UGT.  
ROSA LANÇA, Florival, M., Membre de la Commission exécutive nationale, CGTP-IN.

## Qatar

### *Minister attending the Conference*

AL-THANI, Falah Bin Jassim Bin Jabr, Mr., Minister of Civil Service Affairs and Housing.

### *Persons accompanying the Minister*

AL-NUAIMI, Nasser Bin Rashid, Mr., Pambassador, Permanent Representative, Permanent Mission, Geneva.  
AL-DEHAIMI, Mohamed Abdullah, Mr., Counsellor, Permanent Mission, Geneva.  
AL-ATTIYA, Meshaal Ali, Mr., Third Secretary, Permanent Mission, Geneva.

### **Government Delegates**

AL-KHAYAREEN, Zayed Saeed, Mr., Director, Department of Public Relations and Information.  
AL-KHULAIFI, Ali Ahmad, Mr., Assistant to the Director of Labour Department.

### *Advisers and substitute delegates*

Haidar, Khalid Ahmad Sulaiman, Mr., Head, Employment Section, Labour Department.  
AL-KUBAISI, Ghanim Ali, Mr., Legal Researcher.  
AL-SULAITI, Khalid Salman, Mr.  
AL-MAL, Nour Abdullah, Mrs.  
AL-ANSARI, Nour Ahmad, Mrs.  
MALALLAH, Ayman Mohamed Ali, Mrs.

### *Adviser*

AL-HAIL, Ibrahim Jassim, Mr.

### **Employers' Delegate**

AL-THANI, Khalifa Bin Jassim, Mr., Chairman, Qatar Chamber of Commerce and Industry.

### *Advisers*

AL-THANI, Nawaf Bin Mohamed Bin Jabr, Mr., Qatar Chamber of Commerce and Industry.  
AL-MEER, Nasser, Mr., Qatar Chamber of Commerce and Industry.

### **Workers' Delegate**

AL-JABER, Abdullah Yousef, Mr., Qatar Petroleum Delegate.

## République dém. du Congo Democratic Republic of the Congo República Democrática del Congo

### *Ministre assistant à la Conférence*

BALAMAGE N'KOLO, M., Ministre du Travail et de la Prévoyance sociale.

### *Personne accompagnant le Ministre*

KALULU NAMANGO, Remy, M., Chargé de Mission, Ministère du Travail et de la Prévoyance sociale.

### **Délégués gouvernementaux**

OYAM EBENDOM, Maurice, M., Directeur de Cabinet, Ministère du Travail et de la Prévoyance sociale.  
BOLA BOLAILOKO, Boniface, M., Secrétaire général au Travail.

### *Conseillers techniques et délégués suppléants*

TOENGAHO LOKUNDO, M., Administration, Délégué général, Institut national de Sécurité sociale.  
MWAD NAWAJ KATANG, Mme, Directeur, Assistant principal, Administrateur délégué général, Institut national de Sécurité sociale.

### *Conseillers techniques*

MUSIMBA MUNKUTI-NKUNTI SATALA, Alfred, M., Secrétaire général à la Prévoyance sociale, Ministère du Travail et de la Prévoyance sociale.  
EZOPA MATA, Keya, M., Conseiller chargé des Relations avec les Partenaires sociaux, Cabinet du Ministre de la Fonction publique.  
BONGANGWA, Léon, M., Directeur, Ministère de la Fonction publique.  
SOKI FUANI-EYENGA, Florentine, Mme, Directeur, Cabinet du Vice-Président de la République en charge de la Commission sociale et culturelle.  
TSHIKUYA KAYEMBE, Maurice, M., Administrateur délégué général, Institut national de Préparation professionnelle.  
BAKARI KABWE, Léopold, M., Directeur du Travail, Ministère du Travail et de la Prévoyance sociale.  
OKOMBA WETSHISAMBI, Paul, M., Directeur général adjoint, Office national de l'Emploi (ONEM).  
ADJEBO, Anthony, Mme, Directrice de la Santé au Travail.  
MULUMBA KIFOTO, M., Directeur de la Sécurité sociale.  
MUKADI BAMUANYA, Vincent, M., Inspecteur général du Travail, Ministère du Travail et de la Prévoyance sociale.

### **Délégué des employeurs**

ATIBU SALEH MWEKEE, Marc, M., Directeur Chef, Département social, Fédération des entreprises du Congo (FEC).



### *Conseillers techniques*

NGUB'USIM MPEY-NKA, Richard, M., Administrateur Secrétaire exécutif, Association nationale des Entreprises du Portefeuille (ANEP).  
MIGUMBU KAHOZI, François, M., Directeur administratif et Financier, ANEP.  
ILAMBO BWAKA MANGALA, M., Directeur administratif, Office Congolais de Contrôle (OCC), ANEP.  
DEMBO KATOHUKE, Mme, Directrice, Ressources humaines, REGIDESO/ANEP.  
HEMEDI, Christian, M., Directeur administratif, Société nationale d'Électricité (SNEL/ANEP).  
MULAJ TSHIBANG A KAPEND, M., Directeur provincial, FEC.

### **Délégué des travailleurs**

DUNIA MUTIMANWA, Symphorien, M., Président, Confédération syndicale du Congo.

### *Conseillers techniques*

KABULO MBOYAWASHA, Augustin, M., Président. Union des Travailleurs du Congo (UNTC).  
MATADI NDAMBI, Jacques, M., Syndicat SOLIDARITE.  
MUKALAY HANGA, Jean-Marie, M., Secrétaire général, Syndical Conscience des Travailleurs et Paysans du Congo (CTP).  
DIUMU OMASOMBO, Michel, M., Membre, Syndicat ACTIONS.  
NKULU ONDA, Hélène, Mme, Secrétaire général adjoint, Nouvelle Dynamique Syndicale (NDS).  
KIPULU KATANI, Angélique, Mme, Vice-Présidente, Confédération syndicale du Congo.  
NDAMBO MANDJWANDJU, Fortunat, M., Président, Délégation syndicale; Représentant du personnel, Comité de Gestion, Office congolais de Contrôle (OCC).

### *Autres personnes assistant à la Conférence*

BATOMBILA MASSAMBA, Olga, Mme, Secrétariat général, Centrale générale du Travail du Congo (CGTC).  
NYAMA-MBI SESE, Didier, M., Secrétariat général, CGTC.  
EMBUSA ENDOLE, M., Président, COSEL.  
KARAMBA TSHIMBELA, M., Président, Intersyndicale - Fonction publique.  
KIBISWA, M., Président, COOSSEP.  
LISUKO IFOMBOLO, M., Président, Comité syndical - Fonction publique.  
MUKENGE MBUYI, M., Président, RSLAP.  
MUNTUMOY TAMUNDEL, M., Président, ISPE.  
MWADI KASONGO, Mme, Secrétaire générale, Front Syndical.  
TSHIPAMBA MUTUNGILAY, M., Président, USSP.

## **Roumanie Romania Rumania**

### *Ministre assistant à la Conférence*

BARBU, Gheorghe, M., Minister of Labour, Social Solidarity and Family.

### *Personnes accompagnant le Ministre*

NEMES, Bogdan, M., Counsellor to the Minister, Ministry labour, Social Solidarity and Family.  
DANILA, Catalin-Ionel, M., State Secretary, Social Dialogue and Relations with the Parliament Department, Ministry of Labour, Social Solidarity and Family.  
COSTEA, Doru, M., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### **Délégués gouvernementaux**

STOINEA, Adriana Karla, Mlle, Inspector, Directorate for External Relations and International Organizations, MMSSF.  
BINDEA, Valer, M., State Secretary, European Affairs and External Relations Department, Ministry of Labour, Social Solidarity and Family.

### *Conseillers techniques et délégués suppléants*

CONSTANTINESCU, Gabriela, Mme, First Secretary, Deputy Permanent Representative, Permanent Mission, Geneva.  
BRATU, Dantes Nicolae, M., Deputy General State Inspector, Labour Inspection.

### *Conseillers techniques*

CARBUNARU, Camelia, Mme, Director, Labour Legislation Directorate, MMSSF.  
ILIESCU, Bogdan, M., Counsellor, Labour Legislation Directorate, MMSSF.  
COJOCARU, Livia, Mme, Chief of service, Occupational safety and Health Service, MMSSF.  
RADU, Gabriela, Mme, Director, Labour Inspection.  
ZAMFIRACHE, Emilia, Mme, Chief of Service, Labour Inspection.  
DUMITRIU, Carmen, Mme, Counsellor, Directorate for External Relations and International Organizations, MMSSF.

### **Délégué des employeurs**

COSTACHE, Florian, M., President, PNR.

### *Conseiller technique et délégué suppléant*

NICOLESCU, Ovidiu, M., Vicepresident, CNIPMMR.

### *Conseillers techniques*

MIHALACHE, Dragos, M., First Vice-President, UGIR.  
MANOLE, Irina, Mme, First Vice-President, UGIR 1903.  
PLATONA, Pavel, M., Director, UNPR.  
KOVACS, Lorant, M., Executive director, CONPIROM.  
CATARGIU, Irimie, M., Chief of departament, ARACO.

CEACALOPOL, Gabriel, M., CNPR.  
GJURCA, Mihaela, Mlle, International Relations  
Counsellor, CNPR.  
RADU, Roxana, Mlle, Internal and International  
Representation Responsible, CNPR.  
CORACI, Ioan cezar, M., President, UGIR 1903.

#### *Autres personnes assistant à la Conférence*

PATRICIU, Dinu, M., President, ACPR.  
MANOLIU, Mihai, M., General Secretary, ACPR.

#### **Délégué des travailleurs**

JURCA, Ovidiu, M., Vice-President, National Trade  
Unions Bloc (BNS).

#### *Conseiller technique et délégué suppléant*

HOSSU, Bogdan iuliu, M., President, CNS "Cartel Alfa".

#### *Conseillers techniques*

POPESCU, Ovidiu, M., First Vice-President, FSL  
Chemistry and Petrochemistry, Cartel ALFA.  
RUSU, Sabin, M., General Secretary, CSDR.  
STAN, Sorin, M., General secretary, CNSLR FRATIA.  
CONSTANTINOAIA, Cornel, M., Confederative  
Secretary, CNSLR-FRATIA.  
CORNEA, Aurel, M., Vice-President, CSDR.  
ALBU, Ion, M., General Secretary, CSN Meridian.  
IVASCU, Minel, M., Vice-President, BNS.  
COJOCARU, Adrian, M., Vice-President, CNS Cartel  
ALFA.  
HUTULEAC, Viorel, M., Vice-President, CSN Meridian.

#### *Autres personnes assistant à la Conférence*

RUSET, Ion, M., President, Jilt Mines-Energy Trade  
Union.  
MARCUC, Adrian, M., Vice President, Jilt Mines-Energy  
Trade Union.  
GOLEA., Marin, M., President, Minierul Trade Union EM  
Rovinari.  
NEDELUCU, Florin, M., President, Comvex Constanta  
Operating Trade Union.  
POPESCU, Cristinel, M., Secretary, Rovinari Department.  
ZOLTAN, Lakatas, M., Vice President, CSN Meridian.

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## **Royaume-Uni    United Kingdom Reino Unido**

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#### *Minister attending the Conference*

PLASKITT, James, Mr., Parliamentary Undersecretary,  
Department for Work and Pensions.

#### *Person accompanying the Minister*

RAITT, Christopher, Mr., Private Secretary.

#### **Government Delegates**

RICHARDS, Stephen, Mr., Head, ILO and UN Team,  
Department for Work and Pensions, Department for  
Education and Skills.  
KITSELL, Corinne, Ms., First Secretary, Permanent  
Mission, Geneva.

#### *Advisers and substitute delegates*

THORNE, Nick, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.  
ROWLAND, Chris, Mr., Department for Work and  
Pensions, Department for Education and Skills.

#### *Advisers*

NIVEN, Marie, Ms., Head, International Relations  
Division, Department for Work and Pensions,  
Department for Education and Skills.  
JOHNSON, Anne, Ms., Policy Adviser, Department for  
Work and Pensions, Department for Education and  
Skills.  
DARVILL, Malcolm, Mr., Head, EU and International  
Relations Branch, International Liaison Branch, Health  
and Safety Executive.  
BATT, Jason, Mr., Policy Adviser, International Liaison  
Branch, Health and Safety Executive.  
STRUTT, Claire, Ms., Policy Adviser, International  
Liaison Branch, Health and Safety Executive.  
DUNNERY, Michael, Mr., Manager, Institutional  
Relationships, Department for International  
Development.  
WILSHAW, Karen, Ms., Assistant Director, Employment  
Relations, Atypical Work, Department of Trade and  
Industry.  
BOND, Neil, Mr., Assistant Director, Employment  
Relations, European Strategy, Department of Trade and  
Industry.  
PHILIPS, Cathleen, Ms., Assistant Director, Women and  
Equality Unit, Department of Trade and Industry.

#### *Other persons attending the Conference*

TARIF, Pam, Ms., Second Secretary, Permanent Mission,  
Geneva.  
DIXON, Rob, Mr., Press Officer, Permanent Mission,  
Geneva.  
THOMAS, Hilary, Ms., Attaché, Permanent Mission,  
Geneva.  
CHUBBS, Sylvia, Ms., Attachée, Permanent Mission,  
Geneva.  
HORTON, Randolph K.H., Mr., Minister of Labour, Home  
Affairs and Public Safety, Bermuda.  
HORTON, Robert K., Mr., Permanent Secretary, Ministry  
of Labour, Home Affairs and Public Safety, Bermuda.  
SCOTT, Milton L., Mr., Director of Labour and Training,  
Ministry of Labour, Bermuda,  
LIGHTBOURNE, Oscar, Mr., Labour Relations Officer,  
Bermuda.  
FOLEY, Doris, Ms., Health and Safety Officer, Bermuda.  
WILLIAMS, Galmo, Mr., Minister of Immigration, Labour  
and Housing, Turks and Caicos Islands.  
FORBES, Art, Mr., Chairman of Labour Tribunal, Turks  
and Caicos Islands.

SWANN, Willette, Mr., Labour Commissioner.

### **Employers' Delegate**

LAMBERT, Mel, Mr., CBI - ILO Representative.

#### *Adviser and substitute delegate*

MOORE, Andrew, Mr., Director, Brussels Office,  
Confederation of British Industry (CBI).

#### *Advisers*

ASHERSON, Janet, Ms., Head of Health and Safety,  
Human Resources Directorate, CBI.  
SYDER, Chris, Mr., Associate, Clark's Solicitors.  
VAN DER LINDEN, Mariska, Ms., Senior Policy Adviser,  
CBI.

#### *Other persons attending the Conference*

ANDERSON, Susan, Ms., Director, Human Resources  
Policy, CBI.  
DESILVA JR., William, Mr., President, Bermuda  
Employers' Council.  
SAINTS, Edwards, Mr., Immediate Past President,  
Bermuda Employers' Council.  
LAW, Martin, Mr., Executive Officer, Bermuda  
Employers' Council.

### **Workers' Delegate**

TAYLOR, Sook fun, Ms., General Council, Trades Union  
Congress (TUC).

#### *Adviser and substitute delegate*

STEYNE, Simon, Mr., International Officer, TUC.

#### *Advisers*

BRYSON, Nigel, Mr., Former Head of Occupational  
Safety and Health, GMB.  
WATSON, Annie, Ms., International Development  
Adviser, TUC.  
BROWN, Amanda, Ms., Legal Department, National  
Union of Teachers.

#### *Other persons attending the Conference*

TUDOR, Owen, Mr., Head, TUC European Union  
International Relations Division.  
KOTHALAWALA, Bandula, Mr., International Officer,  
TUC.  
LOPES, Ana, Ms., GMB  
FURBERT, Chris, Mr., President, Bermuda Industrial  
Union.  
WOLFFE, Anthony, Mr., President, Bermuda Trade Union  
Congress.

## **Fédération de Russie Russian Federation Federación de Rusia**

### **Government Delegates**

LEVITSKAYA, Alexandra, Ms., Deputy Minister, Health  
and Social Development.  
LOSHCHININ, Valery, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

#### *Advisers*

SAFONOV, Alexander, Mr., Director, Department of  
Labour Relations, Ministry of Health and Social  
Development.  
DUBOV, Ivan, Mr., Director, Department of International  
Cooperation and Public Relations, Ministry of Health  
and Social Development.  
MATVEEV, Alexander, Mr., Deputy Permanent  
Representative, Permanent Mission, Geneva.  
OKNYANSKIY, Valeriy, Mr., Senior Counsellor,  
Department of Economic Cooperation, Ministry of  
Foreign Affairs.  
LOZINSKIY, Nikolay, Mr., Senior Counsellor, Permanent  
Mission, Geneva.  
ZAGAYNOV, Evgeny, Mr., Senior Counsellor, Permanent  
Mission, Geneva.  
STEPANOV, Viktor, Mr., Head of Section, Department of  
International Cooperation and Public Relations,  
Ministry of Health and Social Development.  
MOSKALEVA, Elena, Ms., Head of Section, Legal  
Department, Ministry of Health and Social  
Development.  
BAYGEREEV, Marat, Mr., Head of Section, Department  
of Labour Relations, Ministry of Health and Social  
Development.  
ORESHKINA, Elena, Ms., Deputy Head of Section,  
Department of Employment, Federal Labor and  
Employment Service.  
KULAGINA, Svetlana, Ms., Deputy Head of Section,  
Legal Department, Federal Labour and Employment  
Service.  
GRIBKOV, Ilya, Mr., Third Secretary, Permanent  
Mission, Geneva.  
PREOBRAZHENSKAYA, Natalia, Ms., Senior Expert,  
Department of Labour Relations, Ministry of Health  
and Social Development.  
OTCHESKAYA, Elena, Ms., Senior Expert, Legal  
Department, Federal Labor and Employment Service.  
BYCHKOVA, Galina, Ms., Senior Expert, Supervisory  
Department, Federal Labour and Employment Service.  
KORCHEMKINA, Olga, Ms., Expert, Legal Department,  
Federal Labour and Employment Service.

#### *Other persons attending the Conference*

KOCHETKOV, Maxim, Mr., Attaché, Permanent Mission,  
Geneva.  
BOGATYRENKO, Zaharii, Mr., Chief Editor, Magazine  
"Bulletin of the Labour and Social Legislation of the  
Russian Federation".

## Employers' Delegate

EREMEEV, Oleg, Mr., Director-General, Coordinating Council of Employers Unions of Russia (KSORR).

### *Adviser and substitute delegate*

POLUEKTOV, Alexander, Mr., Director, International Cooperation, KSORR.

### *Advisers*

RUDAKOV, Vladimir, Mr., Executive Director, Mining and Smelting Industrialists Association, AMROS.  
GOLODETS, Olga, Ms., Deputy Director-General, "Mining and Metallurgical Company Norilsk Nickel".  
ELTSOVA, Lyubov, Ms., Head, Labour Relations and Social Partnership Division, "Mining and Metallurgical Company Norilsk Nickel".  
LITOVCHENKO, Sergey, Mr., Executive Director, Managers Association.  
IVANOVA, Ekaterina, Ms., Director, Department of the Committees and Expert Activities, Managers Association.

## Workers' Delegate

SHMAKOV, Mikhail, Mr., Chairman, Federation of Independent Trade Unions of Russia (FNPR).

### *Advisers and substitute delegates*

SIDOROV, Evgeny, Mr., Secretary, FNPR; Member, Governing Body of the ILO.  
KRAVCHENKO, Boris, Mr., President, Council of the All-Russia Confederation of Labour (VKT).

### *Advisers*

SURIN, Anatoly, Mr., Head, Section of International Cooperation, FNPR.  
STRELA, Galina, Ms., Secretary, FNPR.  
GLADKOV, Nikolay, Mr., Secretary, FNPR.  
TRUMEL, Vitaliy, Mr., Secretary, FNPR.  
SHEPEL, Alexander, Mr., President, Confederation of Labour of Russia (KTR).  
NAGAITSEV, Mikhail, Mr., Chairman, Moscow Trade Union Federation.

## Rwanda

### Délégués gouvernementaux

MUGANZA, Angelina, Mme, Secrétaire d'Etat chargée du Travail.  
MUKARUBIBI, Fatina, Mme, Chargée de la Promotion de l'Emploi, Ministère de la Fonction publique et du Travail.

### *Conseillers techniques et délégués suppléants*

RUTABAGAYA, Eugène, M., Coordinateur national du Projet "Genole", Ministère de la Fonction publique et du Travail.

SEBUDANDI, Venetia, Mme, Ambassadeur extraordinaire et plénipotentiaire, Représentant permanent, Mission permanente, Genève.

KAYITAYIRE, Alphonse, M., Premier conseiller, Mission permanente, Genève.

### Délégué des employeurs

HATEGERA, Emmanuel, M., Secrétaire général, Fédération rwandaise du secteur privé (FRSP).

### Délégué des travailleurs

MANZI, Eric, M., Secrétaire général, Centrale des syndicats des travailleurs du Rwanda (CESTRAR).

### *Conseiller technique*

MUKARUZIMA, DATIVA, Mme, Vice-présidente, Centrale des Syndicats des Travailleurs du Rwanda (CESTRAR), Chargée du genre.

## Saint-Marin San Marino San Marino

### Délégués gouvernementaux

GALASSI, Dario, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.  
GASPERONI, Eros, M., Premier secrétaire, Ministère des Affaires étrangères et politiques.

### *Conseillers techniques*

D'AMELIO, Emanuele, M., Stagiaire, Mission permanente, Genève.  
BARTOLINI, Natascia, Mlle, Stagiaire, Mission permanente, Genève.

### Délégué des employeurs

MENICUCCI, Romina, Mme, Fonctionnaire de l'Association nationale de l'Industrie (ANIS).

### *Conseiller technique et délégué suppléant*

UGOLINI, Pio, M., Secrétaire général, Union nationale des Artisans (UNAS).

### *Conseillers techniques*

BOFFA, Carlo, M., Conseiller, Organisation des Entrepreneurs (OSLA).  
DELLA BALDA, Silvia, Mme, Fonctionnaire, Union saint-marinaise des Commerçants (USC).  
VOLPINI, Arianna, Mme, Fonctionnaire, ANIS.  
ZAFFERANI, Davide, M., Fonctionnaire, ANIS.

### Délégué des travailleurs

PIERMATTEI, Gilberto, M., Secrétaire confédéral, Confédération du Travail (CSdL).

### *Conseillers techniques et délégués suppléants*

SANTOLINI, Emanuel, M., Membre, CSdL.

TONI, Ivan, M., Membre, CSdL.

### *Conseiller technique*

BECCARI, Marco, M., Secrétaire général, Confédération démocratique des Travailleurs (CDLS).

## **Saint-Vincent et-les Grenadines Saint Vincent and the Grenadines San Vicente y las Granadinas**

### *Minister attending the Conference*

BAPTISTE, René, Mr., Minister of Urban Development, Labour, Culture and Electoral Matters.

## **Sao Tomé-et-Principe Sao Tome and Principe Santo Tomé y Príncipe**

### *Ministre assistant à la Conférence*

COSTA DE CARVALHO, Maria de Cristo, Mme, Ministre du Travail, de l'Emploi, de la Solidarité, des Femmes et de la Famille.

### **Délégués gouvernementaux**

RAMOS, Manuel de Conceição D'Assunção, M., Directeur de Cabinet, Etudes, Coopération et Solidarité; Ministère du Travail, de l'Emploi, de la Solidarité, des Femmes et de la Famille.

SACRAMENTO SOUSA, Óscar, M., Inspecteur général du Travail, Ministère du Travail, de l'Emploi, de la Solidarité, des Femmes et de la Famille.

### **Délégué des employeurs**

AFONSO RITA, Cosme Bonfim, M., Secrétaire général, Chambre du Commerce, de l'Industrie, de l'Agriculture et des Services.

### **Délégué des travailleurs**

DA COSTA CARLOS, Manuel, M., Secrétaire général, Union générale des Travailleurs (UGT)- Centrale syndicale.

## **Senegal**

### *Ministre assistant à la Conférence*

SALL, Adama, M., Ministre de la Fonction publique, du Travail, de l'Emploi et des Organisations professionnelles.

### **Délégués gouvernementaux**

CAMARA, Ousmane, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

DIOUF, Ababacar, M., Directeur du Travail et de la Sécurité sociale par intérim.

### *Conseillers techniques*

SECK, Mame Khar Diallo, Mme, Inspecteur du Travail et de la Sécurité sociale, Chef, Division des Relations internationales (MFPTEOP).

SARR, Oumar, M., Inspecteur du Travail et de la Sécurité sociale, Coordonnateur de la Cellule de lutte contre le Travail des enfants (MFPTEOP).

DIALLO, Ndèye Ba, Mme, Conseiller technique no 2 (MFPTEOP).

NDOYE, Ibrahima, M., Conseiller de presse (MFPTEOP).

BOYE, El Hadji Ibou, M., Conseiller, Mission permanente, Genève.

### **Délégué des employeurs**

DIOP, Hamidou, M., Secrétaire permanent, Conseil national du Patronat (CNP).

### *Conseillers techniques*

THIAO, Gora, M., Conseiller aux Affaires sociales, Confédération nationale des Employeurs du Sénégal (CNES).

WADE, Youssoufa, M., Président, Comité national du Dialogue social (CNDS).

AGNE, Baïdy, M., Président, CNP.

DIAW, Atoumane, M., CNDS.

### **Délégué des travailleurs**

GUIRO, Mody, M., Secrétaire général, Confédération nationale des Travailleurs du Sénégal (CNTS).

### *Conseillers techniques*

SOCK, Mademba, M., Secrétaire général, Union nationale des Syndicats autonomes du Sénégal (UNSA).

SOW, Alioune, M., Secrétaire général, Union démocratique des Travailleurs du Sénégal (UDTS).

DIOUF, Mamadou, M., Secrétaire général, Confédération des Syndicats autonomes (CSA).

DIOUF, Ibra Niokhobaye, M., Secrétaire général, Confédération démocratique des Travailleurs du Sénégal (CDTS).

SENE, Cheikh Alassane, M., Secrétaire général par intérim, Fédération générale des Travailleurs du Sénégal (FGTS).

SYLLA, Ibrahima, M., Secrétaire général, Union des Travailleurs du Sénégal (UTS).

DIOP, Cheikh, M., Secrétaire général, Confédération nationale des Travailleurs du Sénégal/Forces du Changement (CNTS/FC).

NDIAYE, Sidya, M., Secrétaire général, FGTS.

*Personnes désignées en conformité avec l'article 2, alinéa 3 i)*

YAFA, Fatoumata Bintou, Mme, Présidente, Comité des femmes de la CNTS.

DIAGNE, Ibrahima, M., Secrétaire national, Chargé des Relations extérieures, FGTS.

BALDE, Awa Ndiaye, Mme, Présidente, Mouvement national des Femmes, CSA.

BA, Aliou, M., Secrétaire général adjoint, UNSAS.

*Autres personnes assistant à la Conférence*

DIENG, Mamadou, M., Secrétaire général adjoint, Union des Travailleurs libres du Sénégal (UTLS).

GUEYE, Mbaye, M., Secrétaire général, Coordination démocratique des Syndicats autonomes (CDSA).

DIA, Talla, M., Secrétaire général, Syndicat des Travailleurs démocratiques du Sénégal (STDS).

SARR, Ibrahima, M., Secrétaire général, Coordination démocratique des Syndicats libres (CDSL).

KOTE, Idrissa, M., Secrétaire général, UTLS.

NDIAYE, Malamine, M., Secrétaire général adjoint, UDTS.

CAMARA, Sara, M., Secrétaire général adjoint chargé de l'Administration, UTS.

DIAGNE, Adama Aïta, Mme, Présidente du Mouvement des femmes, UDTS.

DIOUF, Abdoulaye, M., Secrétaire général adjoint, CDTS.

WADE, Aïssatou, Mme, Chargée du Bureau Genre, CDTS.

NGOM, Dibacor, M., Secrétaire général adjoint, Chargé de la Formation, CDTS.

DIALLO, Mamadou, M., Secrétaire confédéral, Chargé des Questions économiques, CNTS/FC.

NDOUR, Babacar, M., Chargé des Revendications et des Affaires corporatives, FGTS.

DIALLO, Souleymane, M., Secrétaire général, Syndicat des Enseignants libres du Sénégal (SELS).

BA, Papa Malick, M., Coordonnateur et Secrétaire permanent chargé des Dossiers, STDS.

DIOUF, Bakhao Diongue, Mme, Deuxième Secrétaire générale adjointe, CNTS/FC.

SOW, Baïla, M., Secrétaire confédéral, Chargé des Relations extérieures, CDSL.

TOURE, Youssou, M., Trésorier, FGTS.

SOW, Oumar, M., Secrétaire général adjoint, Chargé des Négociations collectives, UNSAS.

DIAKHATE, Cheikh tidiane, M., Secrétaire général, Confédération générale des Travailleurs démocratiques du Sénégal (CGTDS).

DIOP, Ousmane, M., Secrétaire général, Section syndicale des ICS, Chargé des questions d'Hygiène et de Sécurité.

DIOP, Assane, M., Secrétaire général, Syndicat des Travailleurs de l'Assemblée nationale, CNTS.

DIOP, Thierno mahi, M., Secrétaire général, Syndicat autonome des Travailleurs du Port (SATPAD/UNSAS).

DIOP, Malick, M., Secrétaire général, Syndicat autonome de l'Hôtellerie, UNSAS.

NDONGO, Mouhamadou demba, M., Secrétaire général, Syndicat des Travailleurs de l'Assemblée nationale, CNTS.

DIOUF, Mamadou, M., Secrétaire confédéral, Syndicat national des Travailleurs de l'Hôtellerie, de la Restauration, des Cafés-bars, CNTS.

NDIAYE, Momath, M., Secrétaire général, Syndicat des Travailleurs du Port autonome de Dakar, CNTS.

NDIAYE, Abdoulaye, M., Secrétaire, Chargé des Relations extérieures, UTLS.

SARR, Daniel, M., Secrétaire général adjoint, Confédération générale des Syndicats de Cadres et du Personnel d'encadrement (COGES).

FALL, Fama, Mme, Vice-présidente, Mouvement national des Femmes, CSA.

DIALLO, Oumar Wane, M., Secrétaire général, Chargé des Questions économiques.

NDIAYE, Birama, M., Secrétaire général, Syndicat des Travailleurs et Etablissements scolaires et universitaires, CNTS.

DIOP, Massar, M., Secrétaire national, Complexes agro-alimentaires et CSS, CNTS.

NDOUR, Samuel, M., Secrétaire confédéral, Chargé des Finances, CNTS/FC.

SAMB, Abdoukarim, M., Secrétaire, Chargé de l'Organisation, CDTS.

CISSE, Bassirou, M., Secrétaire, Chargé de la Communication, CSA.

TOURE, Babacar, M., Secrétaire national, Chargé de la Coopération décentralisée.

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## Serbie et Monténégro Serbia and Montenegro Serbia y Montenegro

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### *Ministers attending the Conference*

STIJEPOVIC, Slavoljub, Mr., Minister of Labour and Social Welfare, Republic of Montenegro.

LALOVIC, Slobodan, Mr., Minister of Labour and Social Affairs, Republic of Serbia.

### *Persons accompanying the ministers*

MITROVIC, Ranka, Mrs., Interpreter.

KOSTIC, Vesna, Mrs., Interpreter.

KOROCKIN, Tatjana, Mrs., Interpreter.

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### Government Delegates

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VUKCEVIC, Slobodan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

BOZIC-TREFALT, Vera, Mr., Director, Department for Health and Safety at Work, Republic of Serbia.

### *Advisers and substitute delegates*

BEGOVIC, Milan, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

STOJKOVIC, Anka, Mr., Principal Labour Inspector, Republic of Montenegro.

### *Advisers*

SLAVNIC, Sladjana, Mrs., Secretary, Ministry of Social Affairs, Republic of Serbia.  
VUKOMANOVIC, Rajka, Mrs., Chief, Social Dialogue and Salaries Department, Republic of Serbia.  
NADJ, Jelena, Mrs., Head, International Cooperation Group, Republic of Serbia.  
TOMOVIC, Ivanka, Mrs., First Counselor, Ministry of Foreign Affairs, Serbia and Montenegro.  
LAZOVIC, Vladan, Mr., Second Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

MITROVIC, Predrag, Mr., President, Employers' Union of the Republic of Montenegro.

### *Adviser and substitute delegate*

NINKOVIC, Rato, Mr., President, Employers' Union of the Republic of Serbia.

### *Advisers*

MILOSAVLJEVIC, Zarko, Mr., Vice President, Employers' Union of the Republic of Serbia.  
ZOVIC, Marijan, Mr., Secretary General, Employers' Union of the Republic of Serbia.  
STOJSIC-STOJANOVSKA, Miljana, Mrs., Employers' Union of the Republic of Montenegro.  
MITROVIC, Ivan, Mr., Employers' Union of the Republic of Montenegro.  
RAICKOVIC, Budimir, Mr., Employers' Union of the Republic of Montenegro.  
CUROVIC, Vladimir, Mr., Employers' Union of the Republic of Montenegro.

### **Workers' Delegate**

CANAK, Branislav, Mr., President, United Branch Trade Unions (Nezavisnost), Republic of Serbia.

### *Advisers*

LUKOVIC, Slavko, Mr., Secretary, United Branch Trade Unions (Nezavisnost), Republic of Serbia.  
MIJATOVIC, Milorad, Mr., Vice President, Association of Independant Trade Unions, Republic of Serbia.

## **Seychelles**

### **Government Delegates**

D'OFFAY, Callixte, Mr., Ambassador to France.  
BONIFACE, Leslie Jean-Claude, Mr., Director-General, Labour Relations, Ministry of Economic Planning and Employment.

### **Employers' Delegate**

SULTAN-BEAUDOUIN, Gilbert Rency, Mr., Executive Secretary, Association of Seychelles Employers.

### **Workers' Delegate**

ROBINSON, Antoine Roland, Mr., General Secretary, Seychelles Federation of Workers' Union.

## **Sierra Leone Sierra Leone Sierra Leona**

### *Minister attending the Conference*

TIMBO, Alpha Osman, Mr., Minister of Labour, Social Security and Industrial Relations.

### *Person accompanying the Minister*

KARGBO, Momodu Belkoroh, Mr., Permanent Secretary, Ministry of Labour, Social Security and Industrial Relations.

### **Government Delegates**

KEILI, Andrew Karmor, Mr., Chairman, National Social Security and Insurance Trust.  
KOROMA, Mohamed Alhaji, Mr., Acting Chief Inspector of Factories, Ministry of Labour, Social Security and Industrial Relations.

### *Advisers*

GENDA, Joseph Pima, Mr., Commissioner of Labour, Ministry of Labour, Social Security and Industrial Relations.  
KOROMA, Sengu Mohamed, Mr., Director, Legal Affairs and Board Secretariat, National Social Security and Insurance Trust.

### **Employers' Delegate**

JOHNSON, Leonard Eugene, Mr., Executive Secretary, Sierra Leone Employers' Federation.

### **Workers' Delegate**

YILLA, Kandeh Bakarr, Mr., Executive Secretary General, Sierra Leone Labour Congress.

## **Singapour Singapore Singapur**

### **Government Delegates**

GAN, Kim Yong, Mr., Minister of State for Manpower.  
WOO, Foong Pheng, Ms., Deputy Secretary, Ministry of Manpower.

### *Advisers and substitute delegates*

ONG, Yen Her, Mr., Divisional Director, Labour Relations and Workplace Division, Ministry of Manpower.  
NG, Cher Pong, Mr., Divisional Director, Foreign Manpower Management Division, Ministry of Manpower.

## Advisers

- LEE, Hock Siang, Mr., Deputy Director, International Collaboration Branch, Occupational Safety and Health Division.
- NG, Puay Suan, Ms., Deputy Director, Employment Standards Branch, Ministry of Manpower.
- FOO, Chek Nam, Mr., Registrar of Trade Unions, Labour Relations and Workplace Division, Ministry of Manpower.
- LIM, Tze Min, Mr., Assistant Policy Analyst, Workplace Policy and Strategy Department, Ministry of Manpower.
- GAFOOR, Burhan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.
- RATNAM, Jaya, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.
- GAN, Faith, Ms., First Secretary, Permanent Mission, Geneva.
- BASHA, Munwar, Mr., First Secretary, Permanent Mission, Geneva.
- KOONG, Pai Ching, Ms., First Secretary, Permanent Mission, Geneva.

## Employers' Delegate

- KOH, Juan Kiat, Mr., Executive Director, Singapore National Employers' Federation & Singapore Business Federation.

## Advisers and substitute delegates

- TAN, Bob, Mr., Vice-President, Singapore National Employers' Federation.
- LEE, James, Mr., Treasurer, Singapore National Employers' Federation.
- GOH, Steven, Mr., Deputy Secretary and Chairman of ASEAN Affairs, Singapore National Employers' Federation.

## Workers' Delegate

- YACOB, Halimah, Ms., Assistant General Secretary, Singapore National Trades Union Congress.

## Advisers and substitute delegates

- DE PAYVA, John, Mr., President, Singapore National Trades Union Congress.
- LIM, Swee Say, Mr., Deputy Secretary General, Singapore National Trades Union Congress.

## Advisers

- LIM, Francis, Mr., President, United Workers of Electronic and Electrical Industries.
- LEE, Terry, Mr., President, Singapore Insurance Employees' Union.
- LOW, Edwin, Mr., General Secretary, Union of ITE Training Staff.
- THIAGARAJAN, S, Mr., Director, Ong Teng Cheong Institute of Labour Studies.
- YIP, Celia, Ms., Principal Executive, Quality WorkLife Department, Singapore National Trades Union Congress.

## Slovaquie Slovakia Eslovaquia

## Minister attending the Conference

- RADICOVÁ, Iveta, Mrs., Minister of Labour, Social Affairs and Family.

## Persons accompanying the Minister

- NÁDAZDYOVÁ, Mária, Mrs., Director-General, European Union Affairs and International Relations Section, Ministry of Labour, Social Affairs and Family.
- KRAUSOVÁ, Elena, Mrs., Head, Service Office, Ministry of Labour, Social Affairs and Family.
- SOTNÍK, Stanislav, Mr., Director-General, Minister Office, Ministry of Labour, Social Affairs and Family.
- DANKO, Martin, Mr., Director, Department of Press and Media, Ministry of Labour, Social Affairs and Family.

## Government Delegates

- STEFÁNEK, Drahošlav, Mr., Chargé d'affaires ad interim, Permanent Representative, Permanent Mission, Geneva.
- MACHALÍKOVÁ, Anna, Mrs., Director, Personnel Office, Ministry of Labour, Social Affairs and Family.

## Advisers and substitute delegates

- PINTER, Anton, Mr., Director-General, Ministry of Foreign Affairs.
- SEPTÁKOVÁ, Nora, Mrs., First Secretary, Permanent Mission, Geneva.
- HUSÁRIKOVÁ, Vlasta, Mrs., Director-General, Legislative Section, Ministry of Labour, Social Affairs and Family.
- NÁDAZDYOVÁ, Mária, Mrs., Director-General, European Union Affairs and International Relations Section, Ministry of Labour, Social Affairs and Family.
- SEFRANKO, Tomáš, Mr., Director, European Union Affairs and International-Law Relations Department, Ministry of Labour, Social Affairs and Family.
- BUCHTOVÁ, Mária, Mrs., Director, Labour-Law Relations and Labour Protection Department, Ministry of Labour, Social Affairs and Family.
- ADAMCEK, Dusan, Mr., State Adviser, Labour-Law Relations and Labour Protection Department, Ministry of Labour, Social Affairs and Family.

## Employers' Delegate

- BORGULA, Juraj, Mr., Republic Union of Employers, Expert for International Affairs and Chief Negotiator.

## Advisers and substitute delegates

- KROMEROVÁ, Viola, Mrs., Secretary-General, Slovak Craft Industry Federation, Federation of Employers' Unions and Associations of the Slovak Republic.
- KIRIPOLSKÝ, Juraj, Mr., Expert, Republic Union of Employers.
- HOLAZA, Ladislav, Mr., Expert, Republic Union of Employers.



PETKANIC, Stefan, Mr., Expert, Federation of Employers' Unions and Associations of the Slovak Republic.

### **Workers' Delegate**

SAKTOR, Ivan, Mr., President, Confederation of Trade Unions.

#### *Advisers and substitute delegates*

MESTANOVÁ, Eva, Mrs., Director, International Relations and Protocol Department, Confederation of Trade Unions.

RAMPÁSEK, Peter, Mr., Expert for OSH, Trade Union KOVO.

ONDRUSKA, Peter, Mr., Legal Adviser, Confederation of Trade Unions.

DZUPA, Juraj, Mr., Expert, Confederation of Trade Unions.

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## **Slovénie    Slovenia    Eslovenia**

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#### *Minister attending the Conference*

DROBNIC, Janez, Mr., Minister of Labour, Family and Social Affairs.

#### *Person accompanying the Minister*

TOMAZIC, Petra, Ms., Acting Head of the Minister's Office, Ministry of Labour, Family and Social Affairs.

### **Government Delegates**

LOGAR, Andrej, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

RIHAR BAJUK, Katja, Ms., Senior Adviser, International Relations and European Affairs Department, Ministry of Labour, Family and Social Affairs.

#### *Advisers and substitute delegates*

DEISINGER, Maja, Ms., Adviser, International Relations and European Affairs Department, Ministry of Labour, Family and Social Affairs.

MARKOV, Alenka, Ms., Third Secretary, Permanent Mission, Geneva.

#### *Advisers*

POLAJNAR, Marjeta, Ms., Acting Head of the International Relations and European Affairs Department, Ministry of Labour, Family and Social Affairs.

BECAN, Irena, Ms., Secretary, Labour Relations and Labour Rights Directorate, Ministry of Labour, Family and Social Affairs.

PETRICEK, Tatjana, Ms., Secretary, Labour Relations and Labour Rights Directorate, Ministry of Labour, Family and Social Affairs.

RAVNIHAR, Uršula, Ms., Under-Secretary, Labour Relations and Labour Rights Directorate, Ministry of Labour, Family and Social Affairs.

RIJAVEC, Maja, Ms., Adviser, Labour Relations and Labour Rights Directorate, Ministry of Labour, Family and Social Affairs.

KOVAC ZLOBKO, Urska, Ms., Undersecretary, Ministry of Labour, Family and Social Affairs.

### **Employers' Delegate**

JEREB, Urška, Ms., Legal Adviser, Association of Employers of Craft Activities of Slovenia.

#### *Adviser and substitute delegate*

TOMC LAMPIC, Romana, Ms., Head, Taxes Department, Association of Employers of Slovenia.

### **Workers' Delegate**

KRŽIŠNIK, Edvard, Mr., Member of Presidency, Neodvisnost (Independence), Confederation of New Trade Unions of Slovenia.

#### *Adviser and substitute delegate*

HOSTNIK, Emina, Ms., Legal Adviser, Trade Union Confederation '90 of Slovenia.

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## **Somalie    Somalia    Somalia**

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#### *Minister attending the Conference*

FARAH, Ali Salah, Mr., Minister of Labour and Human Resources Development.

### **Government Delegates**

ABDILLE, Salat Abdirashid, Mr., Technical Advisor to the Minister.

HASHI, Abdikadir Ali, Mr., Advisor to the Ministry.

#### *Advisers*

ABDIRAHIM, Mohamed Ahmed, Mr., Advisor to the Ministry.

DUBAT, Mohamed Omar, Mr., Chargé d'Affaires, Permanent Mission, Geneva.

ISSE, Ahmed A., Mr., Conseiller, Permanent Mission, Geneva.

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## **Soudan    Sudan    Sudán**

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#### *Minister attending the Conference*

MAGAYA, Alison Manani, Mr., Minister of Labour, Public Service and Human Resources Development.

### **Government Delegates**

SHENTOUR, Ahmed, Mr., Undersecretary, Ministry of Labour, Public Service and Human Resources Development.

ELSADIG M.O., Almagly, Mr., Chargé d'affaires, a.i.,  
Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

ATHORBI, David Deng, Mr., Minister of Labour, Public Service and Human Resources Development, Government of Southern Sudan.  
ALSIBTI, Mohamed Elhassan, Mr., Director, International Relations, Ministry of Labour, Public Service and Human Resources Development.  
AGAB ASHI, Zahir Abdelfadil, Mr., Second Secretary, Permanent Mission, Geneva.  
AHMED, Safia, Ms., Legal Adviser.  
ELMUFTI, Ahmed, Mr., Chairman, CEAWC.  
ZANGABEYO, Mark, Mr., Undersecretary, Ministry of Labour and Human Resources Development, Government of Southern Sudan.  
HASSAN, Hawa Eltom, Mrs., Government of Southern Sudan.

#### *Advisers*

YAGOUB, Abdelgadir, Mr., Government Council.  
MOHI-ELDIN, Hamid, Mr., Director of Safety.

#### **Employers' Delegate**

ELGORASHI, Elfatih Abbas, Mr., Sudanese Employers' Federation.

#### *Advisers and substitute delegates*

OSMAN, Mustapha Elshiekh, Mr., Sudanese Employers' Federation.  
JODA, Abdalla Mohamed Ahmed, Mr., Sudanese Employers' Federation.

#### **Workers' Delegate**

GHANDOUR, Ibrahim, Mr., Sudan Workers' Trade Union Federation.

#### *Adviser and substitute delegate*

ALI, Abdelkarim Yousif, Mr., Sudan Workers' Trade Union Federation.

#### *Advisers*

OSHAIK, Osman, Mr., Sudan Workers' Trade Union Federation.  
ELSIDDIG, Abubakr, Mr., Sudan Workers' Trade Union Federation.  
IBRAHIM, Salah, Mr., Sudan Workers' Trade Union Federation.  
HASSAN, Mohamed Ali, Mr., Sudan Workers' Trade Union Federation.  
ABD-ELMALIK, Elnaem, Mr., Sudan Workers' Trade Unions Federation.

## **Sri Lanka Sri Lanka Sri Lanka**

#### *Minister attending the Conference*

SENEVIRATHNE, Athauda, Mr., Minister of Labour Relations and Foreign Employment.

#### *Persons accompanying the Minister*

FERNANDO, Sarala, Mrs., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
ATHAUDA, Parakrama Kalyana, Mr., Private Secretary.

#### **Government Delegates**

MADIHAHEWA, Mahinda, Mr., Secretary, Ministry of Labour Relations and Foreign Employment.  
EDIRISINGHE, S.I., Ms., Additional Commissioner General of Labour, Department of Labour.

#### *Advisers and substitute delegates*

ATHUKORALA, U.S., Mr., Senior Assistant Secretary, Ministry of Labour Relations and Foreign Employment.  
FERNANDO, W.I.R.C., Mr., District Factory Inspecting Engineer (Department of Labour).  
GUNAPALA, E.M., Mr., Deputy Commissioner of Labour (Department of Labour).  
WELIWATTE, W.D.S.C., Mr., Assistant Commissioner of Labour (Department of Labour).  
GODAMUNNE, R.B., Mr., Assistant Commissioner of Labour (Department of Labour).  
PATHIRANA, Samantha, Mr., Second Secretary, Permanent Mission, Geneva.

#### **Employers' Delegate**

DASANAYAKE, G.K.B., Mr., Director-General, Employers Federation of Ceylon.

#### **Workers' Delegate**

DEVENDRA, L.S., Mr., General Secretary, Sri Lanka Nidahas Sevaka Sangamaya.

#### *Advisers*

SANDARASEKERA, Harindranath, Mr., Senior Vice-President, Ceylon Workers Congress.  
SUBASINGHE, D.W., Mr., General Secretary, Ceylon Federation of Trade Unions.  
SHAH, M.R., Mr., President, Ceylon Bank Employees Union.  
SAMARASINGHE, H.M.W., Mr., General Secretary, Inter Company Employees Union.  
VELAUDAM, K., Mr., General Secretary, Lanka Jathika Estate Workers Union.

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## Suède Sweden Suecia

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### *Minister attending the Conference*

JÄMTIN, Carin, Ms., Minister for International Development Co-operation, Ministry for Foreign Affairs.

### *Persons accompanying the Minister*

HULTH, Matilda, Ms., Political Adviser, Ministry for Foreign Affairs.  
RENMAN, Karin, Ms., Director-General for Legal Affairs, Ministry of Industry, Employment and Communications.  
HULT, Stefan, Mr., Director, Ministry of Industry, Employment and Communications.

### **Government Delegates**

ERIKSSON, Christer, Mr., Director, Special Expert, Ministry of Industry, Employment and Communications.  
BORSIIN BONNIER, Elisabet, Ms., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Adviser and substitute delegate*

CALLTORP, Sofia, Ms., First Secretary, Permanent Mission, Geneva.

### *Advisers*

ELLEHÖJ, Helle, Ms., Deputy Director, Ministry of Industry, Employment and Communications.  
HERZFELD OLSSON, Petra, Ms., Desk Officer, Ministry of Industry, Employment and Communications.  
BERN, Tomas, Mr., Desk Officer, Ministry of Industry, Employment and Communications.  
STRÖM, Jakob, Mr., Deputy Director, Ministry for Foreign Affairs.  
SUNDH-NYGARD, Karin, Ms., Deputy Head of Inspection Department, Swedish Work Environment Authority.  
BRATTBERG, Anna, Ms., Adviser, Swedish International Development Authority (SIDA).

### **Employers' Delegate**

RUDEBERG, Sverker, Mr., Director, Confederation of Swedish Enterprise.

### *Adviser and substitute delegate*

TROGEN, Göran, Mr., International Adviser, Confederation of Swedish Enterprise.

### *Advisers*

BRORSSON, Kent, Mr., Head of Legal Department, Confederation of Swedish Enterprise.  
JANNERFELDT, Eric, Mr., Senior Adviser Health and Safety, Confederation of Swedish Enterprise.

### **Workers' Delegate**

EDSTRÖM, Ulf, Mr., Head of the International Department, Swedish Trade Union Confederation.

### *Adviser and substitute delegate*

BENGTSSON, Lars, Mr., International Secretary, Swedish Confederation of Professional Employees.

### *Advisers*

HÄGGSTRÖM, Britt-Marie, Ms., Senior Adviser of DIK Association, Graduates in Documentation, Information and Culture, Swedish Confederation of Professional Associations.  
NIIA, Ella, Ms., President, Swedish Hotel and Restaurant Workers' Union.  
GELLERSTEDT, Sten, Mr., Expert, Work Science, Swedish Trade Union Confederation.

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## Suisse Switzerland Suiza

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### *Ministre assistant à la Conférence*

NORDMANN, Jean-Luc, M., Secrétaire d'Etat, Département fédéral de l'Economie (DFE).

### **Délégués gouvernementaux**

ELMIGER, Jean-Jacques, M., Ambassadeur, Chef des Affaires internationales du Travail, Secrétariat d'Etat à l'Economie (SECO), Direction du Travail (DA).  
STREULI, Jürg, M., Ambassadeur, Chef de la division multilatérale, Mission permanente, Genève.

### *Conseillers techniques et délégués suppléants*

ALVESALO-ROESCH, Tanja, Mme, Suppléante du Chef des Affaires internationales du Travail, SECO-DA.  
SCHAER BOURBEAU, Béatrice, Mme, Deuxième secrétaire, Mission permanente, Genève.

### *Conseillers techniques*

BETZ, Kathrin, Mme, Stagiaire, Mission permanente, Genève.  
BURGER-BONO, Sibylle, Mme, Avocate, Cheffe du Secteur Relations de Travail, SECO-DA.  
GRATWOHL, Stéphanie, Mme, Collaboratrice diplomatique, Division politique III, Section Organisations internationales et Politique d'Accueil, Département fédérale des Affaires étrangères (DFAE).  
MADELAINÉ, Paul, M., Hygiéniste du travail, Inspection fédérale du Travail, SECO-DA.  
MULLER, Elisabeth, Mme, Affaires internationales du Travail, SECO-DA.  
ROUSSEIL, Sandrine, Mme, Juriste, Relations de Travail, Conditions de Travail, SECO-DA.  
CHAVE, Olivier, M., Chef de la section ONU-Développement, Département fédéral des affaires étrangères (DFAE), Direction du développement et de la coopération (DDC).

MILNER, Chloé, Mme, Chargée de programme, DFAE, DDC.  
SIEBER, Christian, M., Collaborateur scientifique, SECO-DA, Affaires internationales du Travail.

### **Délégué des employeurs**

BARDE, Michel, M., Directeur général, Fédération des Entreprises romandes Genève (FER Genève).

#### *Conseiller technique et délégué suppléant*

PLASSARD, Alexandre, M., Membre de la Direction, Union patronale suisse (UPS).

#### *Conseillers techniques*

CARRUZZO, Philippe, M., Directeur du Service juridique, FER Genève.

TELEKI, Géza, M., Conseiller, Union économique de Bâle.

### **Délégué des travailleurs**

PRINCE, Jean-Claude, M., Secrétaire central, Union syndicale suisse (USS).

#### *Conseiller technique et délégué suppléant*

VIGNE, Jacques, M., Avocat, Communauté genevoise d'Action syndicale (CGAS).

#### *Conseillers techniques*

BIANCHI, Doris, Mme, Secrétaire, Union syndicale suisse.

GURZELER, Anne, Mme, Oeuvre suisse d'Entraide ouvrière (OSEO).

LEPORI, Rolando, M., Secrétaire régional, UNIA Ticino.  
TORCHE, Denis, M., Secrétaire, Travail Suisse.

## **Suriname**

#### *Minister attending the Conference*

AMARELLO-WILLIAMS, Joyce, Mrs., Minister of Labour, Technological Development and Environment.

### **Government Delegates**

PIROE, Mohamed, Mr., Head, International Affairs.  
COURTAR, John, Mr., Head, Medical Bureau.

### **Employers' Delegate**

VAN OMMEREN, Timothy, Mr., Suriname Trade and Industry Association (VSB).

### **Workers' Delegate**

KOORNAAR, Andre, Mr., Progressive Workers' Organization (PWO).

## **Swaziland Swaziland Swazilandia**

#### *Minister attending the Conference*

DLAMINI, Lutfo, Mr., Minister for Enterprise and Employment.

### **Government Delegates**

STEWART, B. Bertram, Mr.  
NKHAMBULE, L. Jinno, Mr.

#### *Advisers*

TSHABALALA, X. Vumani, Mr.  
LONKHOKHELA, Mr.  
DLAMINI, Thembayena A., Mr.  
NTSHANGASE, Newman S., Mr.

### **Employers' Delegate**

MABUZA, Zodwa, Mrs., CEO FSE-CC.

#### *Advisers*

NKOSI, Zakes, Mr., President, FSE-CC.  
MDLULI, Stephen, Mr., President, FESBC.

### **Workers' Delegate**

SITHOLE, Jan, Mr., Secretary-General, SFTU.

#### *Adviser*

GWEBU, Jimson, Mr., Treasurer, SFL.

## **République arabe syrienne Syrian Arab Republic República Árabe Siria**

#### *Minister attending the Conference*

ARIF, Dayala Al-Haj, Mrs., Minister of Social Affairs and Labour.

#### *Persons accompanying the Minister*

JA'AFARI, Bashar, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
HOMIDAN, Adnan, Mr., Deputy Minister of Social Affairs and Labour.  
ABBAS, Mohamed, Mr., Deputy Minister of Economy.  
OBEID, Ghassan, Mr., First Secretary, Permanent Mission, Geneva.

### **Government Delegates**

ABDUL-LAH, Mojahed, Mr., Director of Workforce, Ministry of Labour and Social Affairs.

AL SALEH, Ezat, Mr., Director of Training Section,  
Ministry of Social Affairs and Labour.

*Adviser and substitute delegate*

IBRAHIM, Ghassan, Mr., Professor of Economics,  
Damascus University.

*Adviser*

IBRAHIM, Ghiath, Mr., Third Secretary, Permanent  
Mission, Geneva.

**Employers' Delegate**

GHRYWATI, Imad, Mr., President of Damascus and its  
Rural Areas Chamber of Industry.

*Advisers and substitute delegates*

AL SHALAH, Rateb, Mr., President, Federation of  
Chambers of Commerce.

MALLAS, Walid, Mr., Executive Council of Damascus  
and its Rural Areas Chamber of Industry.

ALLAHAM, Abou Alhawa, Mr., Chambers of Commerce  
Federation.

QALA'A, Ghassan, Mr., Chambers of Commerce  
Federation.

TAYARAH, Adel, Mr., Chambers of Commerce  
Federation.

JOUD, Farouk, Mr., Chambers of Commerce Federation.

**Workers' Delegate**

AZOUZ, Mhd Shabane, Mr., President, General Federation  
of the Workers' Union.

*Advisers and substitute delegates*

DARWESH, Adnan, Mr., Secretary General, Federation of  
the Workers' Union.

AL BARSHEH, Mohamad Fayez, Mr., Secretary of  
Legislation and Legal Affairs, Federation of Workers'  
Union.

**Tadjikistan Tajikistan  
Tayikistán**

**Government Delegates**

VAZIROV, Zokir, Mr., Minister of Labour and Social  
Protection.

MAKHMADOV, Bobokhon, Mr., Director, Employment  
and Social Protection Department, President's Office.

**Employers' Delegate**

SHARIPOV, Azizbek, Mr., Chairman, Employers'  
Association of Tajikistan.

**Workers' Delegate**

SALEKHOV, Murodali, Mr., Chairman, Trade Union  
Federation of Tajikistan.

**République-Unie de Tanzanie  
United Republic of Tanzania  
República Unida de Tanzania**

*Ministers attending the Conference*

MAGHEMBE, Jumanne A., Mr., Minister, Ministry of  
Labour, Employment and Youth Development.

JUMA, Asha Abdalah, Mr., Minister, Ministry of Labour,  
Youth Development, Women and Children, Zanzibar.

*Persons accompanying the ministers*

KOMBA, Ladislav C., Mr., Permanent Secretary, Ministry  
of Labour, Employment and Youth Development.

LUMBANGA, Martern, Mr., Ambassador, Permanent  
Representative, Permanent Mission, Geneva.

**Government Delegates**

TEMBA, Rose A., Ms., Labour Commissioner, Ministry of  
Labour, Employment and Youth Development.

MAPURI, Iddi Ramadhani, Mr., Labour Commissioner,  
Ministry of Labour, Youth Development, Women and  
Children, Zanzibar.

*Advisers*

KITUMBO, H.I., Mr., Executive Director, Occupational  
Safety and Health (OSHA).

NDIMBO, Ernest, Mr., Director, Employment Department,  
Ministry of Labour, Employment and Youth  
Development.

MMANGA, Hawa, Mrs., Director-General, LAPF.

HUMBA, Emmanuel, Mr., Director-General, National  
Health Insurance Fund.

DAU, Ramadhani, Mr., Director-General, National Social  
Security Fund.

NGABO, Ibrahim, Mr., Lawyer, PSPF.

SHAIIDI, Joyce, Mrs., Director, Youth Department,  
Ministry of Labour, Employment and Youth  
Development.

KAMARA, Mary, Mrs., Labour Officer, Ministry of  
Labour, Employment and Youth Development.

MUZEE, Festo, Mr., Director Officer, Child Labour Unit,  
Ministry of Labour, Employment and Youth  
Development.

MWAKAPENDA, Mary, Ms., Information Officer,  
Ministry of Labour, Employment and Youth  
Development.

HAFIDH, Abdulwakil H., Mr., Managing Director,  
Zanzibar Social Security Fund.

KADEGE, Nyasugara P., Ms., Minister Plenipotentiary,  
Permanent Mission, Geneva.

BURA, Aloyce, Mr., Director-General, LAPF.

SARONGA, Lukas N., Mr., Minister Counselor, Geneva.

LUVANDA, Baraka, Mr., Second Secretary, Permanent  
Mission, Geneva.

RIWA, Peter, Mr., Doctor, Occupational Health and Safety  
(OSHA).

### *Other persons attending the Conference*

MUHANDO, Michael, Mr., National Health Insurance Fund (NHIF).  
MWANJALI, Simon, Mr., Private Secretary to the Minister, Ministry of Labour, Employment and Youth Development.

### **Employers' Delegate**

MBWANJI, Nicolas, Mr., Chairperson, Association of Tanzania Employers (ATE),

### *Adviser and substitute delegate*

MLIMUKA, Aggrey, Mr., Executive Director, Association of Tanzania Employers (ATE)

### *Advisers*

KABYEMERA, Dominico, Mr., Association of Tanzania Employers (ATE).  
SOLO, Kabeho, Mr., Association of Tanzania Employers (ATE).  
ERIO, William, Mr., Director-General, PPF.  
MAGORI, Criscentius, Mr., Director of Operations, NSSF.  
LIGATE, Vupe, Ms., Parastatal Pension Fund (PPF).  
BARUTI, Elias, Mr., LAPF.  
MUSSA, Juma Hamad, Mr., Secretary General, Zanzibar Employers Association.

### **Workers' Delegate**

NGULLA, Nestory, Mr., Secretary General, Tanzania Seaman Union (TASU).

## **Tchad Chad Chad**

### *Ministre assistant à la Conférence*

FATIME, Kimto, Mme, Ministre de la Fonction publique, du Travail et de l'Emploi.

### *Personne accompagnant le Ministre*

BAMANGA ABBAS, Malloum, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

TOÏNA, Tondibaye, M., Inspecteur général chargé des questions du Travail, de l'Emploi et de la Formation professionnelle.  
DJEGUEDEM, Mbaibardoum, M., Directeur du Travail et de la Sécurité sociale.

### *Conseillers techniques*

DJAPHAR, Hassan, M., Directeur, Caisse nationale de Prévoyance sociale.  
HAROUN, Khagair, M., Directeur, Office national pour la Promotion de l'Emploi.

### **Délégué des employeurs**

ALI ABBAS, Seitchy, M., Membre, Bureau exécutif du Conseil national du Patronat tchadien (CNPT).

### *Conseiller technique et délégué suppléant*

ELIAS, Many, M., Membre, CNPT.

### **Délégué des travailleurs**

DJIBRINE, Assali Hamdallah, M., Secrétaire général, Union des Syndicats du Tchad (UST).

### *Conseiller technique*

BEN SEID, Brahim, M., Président, Confédération libre des Travailleurs du Tchad (CLTT).

## **République tchèque Czech Republic República Checa**

### *Minister attending the Conference*

SKROMACH, Zdenek, Mr., Deputy Prime Minister and Minister of Labour and Social Affairs.

### *Persons accompanying the Minister*

VEJMEJKOVA, Hana, Ms., Director-General, Office of the Minister of Labour and Social Affairs.  
KOSTELECKY, Jan, Mr., Director, Department of Advisors to the Minister of Labour and Social Affairs.  
BERANKOVA, Katerina, Ms., Spokesperson, Ministry of Labour and Social Affairs.  
ANDELOVA, Alena, Ms., Personal Assistant to the Minister of Labour and Social Affairs.

### **Government Delegates**

SAJDA, Cestmir, Mr., Deputy Minister of Labour and Social Affairs.  
HUSAK, Tomas, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

### *Advisers and substitute delegates*

ROZSIVALOVA, Olga, Mrs., Director, Department of International Co-operation, Ministry of Labour and Social Affairs.  
BLAZEK, Jiri, Mr., Second Secretary, Permanent Mission, Geneva.

### *Advisers*

SIXTOVA, Anezka, Mrs., Director, Public Health Protection Department, Ministry of Health.  
SEDLAK, Zbynek, Mr., Director, Department of Occupational Safety and Working Environment, Ministry of Labour and Social Affairs.  
POKORNY, Pavel, Mr., Department of European Union and International Co-operation, Ministry of Labour and Social Affairs.

TOIFL, Jiri, Mr., Department of Multilateral Economic Relations, Ministry of Foreign Affairs.  
 MERHAUTOVA, Lucie, Ms., Department for Labour Law and Collective Bargaining, Ministry of Labour and Social Affairs.  
 LISTIKOVA, Barbora, Ms., Head, International Co-operation Unit, Ministry of Labour and Social Affairs.  
 JESLINKOVA, Jaroslava, Ms., Director, Department of Multilateral Economic Relations, Ministry of Foreign Affairs.  
 FUCHS, Miroslav, Mr., Labour and Social Policy Counsellor, Permanent Representation to the EU.

### **Employers' Delegate**

PRIOR, Pavel, Mr., Vice-President, Union of Industry and Transport.

#### *Adviser and substitute delegate*

DRBALOVA, Vladimira, Mrs., Director, Department of International Organizations and European Integration, Union of Industry and Transport.

#### *Advisers*

HROBSKY, Frantisek, Mr., Counsellor, Union of Industry and Transport.  
 ERNST, Pavel, Mr., President, Union of Employers' Unions.  
 LANSKY, Vladislav, Mr., Vice-President, Union of Employers' Unions.  
 HEJDUKOVA, Jitka, Ms., Director, Employers' Section, Union of Industry and Transport.  
 ZVOLSKA, Marie, Ms., Adviser, Confederation of Employers' and Entrepreneurial Unions.

### **Workers' Delegate**

STECH, Milan, Mr., President, Czech-Moravian Confederation of Trade Unions.

#### *Adviser and substitute delegate*

BAUEROVA, Jaroslava, Mrs., Counsellor, Czech-Moravian Confederation of Trade Unions.

#### *Advisers*

HOTOVY, Jaroslav, Mr., Counsellor, Association of Independent Trade Unions.  
 SAMEK, Vit, Mr., Counsellor, Czech-Moravian Confederation of Trade Unions.  
 SUCHEL, Josef, Mr., Counsellor, Czech-Moravian Confederation of Trade Unions.  
 KUBINKOVA, Marcela, Ms., Head, Legal Unit, Czech-Moravian Confederation of Trade Unions.

## **Thaïlande Thailand Tailandia**

### **Government Delegates**

JAMASEVI, Thapabutr, Mr., Deputy Permanent Secretary, Ministry of Labour.  
 SATJIPANON, Chaiyong, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

CHIRAVISIT, Surin, Mr., Deputy Permanent Secretary, Ministry of Labour.  
 THEPHASDIN, Padungsak, Mr., Director-General, Department of Labour Protection and Welfare, Ministry of Labour.  
 CHAVALITNITIKUL, Chaiyuth, Mr., Deputy Director-General, Department of Labour Protection and Welfare, Ministry of Labour.  
 NAKCHUEN, Kamjorn, Mr., Director, Bureau of International Coordination, Office of the Permanent Secretary, Ministry of Labour.  
 THANGHONG, Vivathana, Mr., Minister Counsellor (Labour), Permanent Mission, Geneva.  
 BURAPHATANIN, Kovit, Mr., Director, International Affairs Division, Bureau of International Coordination, Office of the Permanent Secretary, Ministry of Labour.  
 KHAOLIKHIT, Aphinya, Mrs., Chief, International Labour Standard Group, Bureau of Labour Standard Development, Department of Labour Protection and Welfare, Ministry of Labour.  
 WALSH, Lupthawan, Mrs., Senior International Affairs Officer, International Affairs Division, Bureau of International Coordination, Office of the Permanent Secretary, Ministry of Labour.  
 TECHAGOMAIN, Angkana, Ms., Senior Labour Officer, International Labour Division, Bureau of Labour Standard Development, Department of Labour Protection and Welfare, Ministry of Labour.  
 CHARNBHUMIDOL, Pitchayaphant, Mr., Minister Counsellor, Permanent Mission, Geneva.  
 CHOTIKAJAN, Supavadee, Ms., Second Secretary, Permanent Mission, Geneva.

### **Employers' Delegate**

ROMCHATTHONG, Siriwan, Mrs., Director, Employers' Confederation of Thailand.

#### *Advisers and substitute delegates*

TEMCHAREONSUK, Jit, Mr., President, Employers' Confederation of Thailand.  
 BOOTSAMONGKOL, Watcharapol, Mr., President, Employers Confederation of Thai Business Commerce and Service.  
 THANASAPCHAROEN, Chaiyakiat, Mr., Vice-President, Employers' Confederation Industry and Commerce of Thailand.

### **Workers' Delegate**

THAILUAN, Panus, Mr., President, National Congress of Thai Labour.

### *Advisers and substitute delegates*

NIYOM, Jarinporn, Ms., Administrative Committee, National Congress of Thai Labour.  
SUTTHIPRAVAT, Nakorn, Mr., President, Labour Congress Freedom of Thailand.  
PRASITSAN, Bancha, Mr., Vice-President, National Labour Congress.  
MAINGAM, Sirichai, Mr., Secretariat, State Enterprises Workers' Relations Confederation.

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## **République dém. du Timor-Leste Democratic Rep. of Timor-Leste Rep. Democrática de Timor-Leste**

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### **Government Delegates**

SOARES, Eugénio, Mr., Permanent Secretary, Ministry of Labour and Community Reinsertion.  
ASA, José, Mr., Director, Labour Relations Division, Ministry of Labour and Community Reinsertion.

### *Advisers and substitute delegates*

DICK, Alain, Mr., Chargé d'affaires a.i., Mission permanente, Genève.  
EYRAUD, Christelle, Ms., Mission permanente, Genève.

### **Employers' Delegate**

CABRAL, Francisco Lai, Mr., President, National Associations of Small Enterprises (UNAPE).

### *Advisers*

BOZZOLA, Martina, Mrs.  
LOCHER, Iris, Mrs.  
ZUBER, Carole, Ms.

### **Workers' Delegate**

MONTEIRO, Rigoberto, Mr., General Secretary, Trade Unions Council of Timor-Leste (KSTL).

### *Advisers*

BULMER, John, Mr.  
LEE, Jackie, Mr.  
LEGAGNEUR, Maud, Ms.

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## **Togo**

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### *Ministre assistant à la Conférence*

NAGOU, Yves Madow, M., Ministre du Travail, de l'Emploi et de la Formation publique.

### **Délégués gouvernementaux**

AMOUSSOU-KOUEDETE, Ekoué, M., Directeur général du Travail.  
PARIKI, Koffi Essotom, M., Directeur général de la Fonction publique.

### *Conseillers techniques*

AKOLLY, Anani M., M.  
AMEGNIGNON, Ekué, M., Assistant, Chef de la Division des Normes.

### **Délégué des employeurs**

NAKU, Kossivi Démanya, M., Président, Conseil national du Patronat.

### *Conseillers techniques*

LASSEY, Séwa, M., Conseiller principal du Patronat.  
AMOUSSOU, Comlan Edmond, M., Président, Commission des Affaires sociales.

### **Délégué des travailleurs**

PALANGA, Agui Yves, M., Secrétaire général, CNTT.

### *Conseillers techniques*

TSIKPLONOU, Mokli Agbélégbé, M., Secrétaire général, CGCT.  
GBIKPI-BENISSAN, Tétévi, M., Secrétaire général, UNSIT.  
AGLAMEY-PAP, Aholou Agbenyigan, M., Secrétaire général, GSA.  
ZOUNNADJALA, Agbogbé Koffi, M., Secrétaire général adjoint, CSTT.  
HLOMADOR, Kokou Dodzi, M., Secrétaire général adjoint, UGSL.  
AOUISSI-AKOUETE, Afuavi Dodziko, Mme, Représentante des Femmes de l'Intersyndicale du Togo.  
MONDEDJI, Abila Déla, Mme, Membre, Bureau exécutif des Femmes cadres, CGCT.

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## **Trinité-et-Tobago Trinidad and Tobago Trinidad y Tabago**

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### **Government Delegates**

GEORGE, Emmanuel, Mr., Permanent Secretary, Ministry of Labour and Small and Micro Enterprise Development.  
ALI, Lydia, Ms., Ag. Senior Planning Officer, Ministry of Labour and Small and Micro Enterprise Development.

### *Advisers*

CLARKE-HINDS, Shelley-Ann, Mrs., Charge d'Affaires a.i., Permanent Mission, Geneva.  
HUGGINS, Myrna, Ms., Second Secretary, Permanent Mission, Geneva.



ABERDEEN, Albert, Mr., Member/Judge, Industrial Court of Trinidad and Tobago.

### **Employers' Delegate**

HILTON-CLARKE, W.A., Mr., Deputy Chairman, Employers' Consultative Association.

#### *Advisers*

RAMBHARAT, Clarence, Mr., Chairman, Employers' Consultative Association.

BESSON, Linda M., Ms., Executive Director, Employers' Consultative Association.

MC SWEEN, Ruben, Mr., Executive Committee Member and Member of the Board of Directors.

### **Workers' Delegate**

GIUSEPPI, Robert, Mr., President, National Trade Union Centre of Trinidad and Tobago.

#### *Adviser*

CABRERA, Vincent, Mr., General Secretary, National Trade Union Centre of Trinidad and Tobago.

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## **Tunisie Tunisia Túnez**

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#### *Ministre assistant à la Conférence*

CHAOUCH, Ali, M., Ministre des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger.

#### *Personne accompagnant le Ministre*

LABIDI, Samir, M., Ambassadeur, Représentant permanent, Mission permanente, Genève.

### **Délégués gouvernementaux**

CHEBBI, Mohamed Nacer, M., Chef de Cabinet du Ministre des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger.

CHOUBA, Samia, Mme, Directeur, Coopération internationale et Relations extérieures, Ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger.

#### *Conseillers techniques et délégués suppléants*

KHELIFI, Abderrazek, M., Directeur général du Travail, Ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger.

LANDOULSI, Hatem, M., Conseiller, Mission permanente, Genève.

#### *Conseillers techniques*

MEGHDICHE, Rabah, M., Directeur des Négociations collectives, Direction générale du Travail, Ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger.

BACHTOBI, Holla, Mlle, Ministre plénipotentiaire, Mission permanente, Genève.

REJEB, Ali, M., Directeur de l'Inspection médicale et la Sécurité au Travail par intérim, Ministère des Affaires sociales, de la Solidarité et des Tunisiens à l'étranger.

LAKHAL, Elyès, M., Secrétaire des Affaires étrangères, Mission permanente, Genève.

### **Délégué des employeurs**

DJILANI, Hédi, M., Président, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

#### *Conseiller technique et délégué suppléant*

M'KAISSI, Ali, M., Conseiller auprès du Président, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

#### *Conseillers techniques*

BEN SEDRINE, Mohamed, M., Membre du Bureau exécutif, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

SELLINI, Sami, M., Directeur des Affaires sociales, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

MEDDEB, Mourad, M., Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

NAGTI, Adel, M., Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

FEZZANI, Ali, M., Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

BACHA, Rafika, Mme, Union tunisienne de l'Industrie, du Commerce et de l'Artisanat.

### **Délégué des travailleurs**

JRAD, Abdelssalam, M., Secrétaire général, Union générale tunisienne du Travail.

#### *Conseiller technique et délégué suppléant*

TRABELSI, Mohamed, M., Secrétaire général adjoint, Union générale tunisienne du Travail, Chargé des Relations arabes, internationales et de l'émigration.

#### *Conseillers techniques*

ROMDHANE, Ali, M., Union générale tunisienne du Travail.

BOUZRIBA, Ridha, M., Union générale tunisienne du Travail.

SEHIMI, Mohamed, M., Union générale tunisienne du Travail.

YAACOUBI, Moncef, M., Union générale tunisienne du Travail.

BRIKI, Abid, M., Union générale tunisienne du Travail.

SAAD, Mohamed, M., Union générale tunisienne du Travail.

MAJDI, Slimane, M., Union générale tunisienne du Travail.

*Personnes désignées en conformité avec  
l'article 2, alinéa 3 i)*

GHODBANI, Hédi, M., Union générale tunisienne du Travail.  
MEDDAHI, Abdennour, M., Union générale tunisienne du Travail.  
SALLAMI MOUSSA, Souad, Mme, Union générale tunisienne du Travail.

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**Turquie Turkey Turquía**

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*Minister attending the Conference*

BASESGIOGLU, Murat, Mr., Minister for Labour and Social Security.

**Government Delegates**

KURTTEKIN, Türkekul, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
YETER, Enis, Mr., Under-Secretary, Ministry of Labour and Social Security.

*Advisers and substitute delegates*

ETENSEL, Esgel, Mr., Counsellor, Permanent Mission, Geneva.  
OZMEN, Ozkan, Mr., Expert, MLSS.  
ÖNAY, Riza, Mr., Expert, MLSS.  
OYMAN, Halit, Mr., Expert, Permanent Mission, Geneva.

*Advisers*

AYGUL, Jale, Mrs., President of the State Human Resources Authority, Prime Ministry.  
DELIBAS, Cengiz, Mr., Director General, Labour, MLSS.  
BATUR, Erhan, Mr., General Director of Security and Industrial Hygiene, MLSS.  
GENC, Levent, Mr., Deputy Director General, MLSS.  
DERELI, Toker, Mr., Professor, Dean, Faculty of Economics, University of Istanbul.  
KUTAL, Metin, Mr., Academic.  
ARICI, Kadir, Mr., Professor, Academic, Gazi University.  
YALCIN, Ugur, Mr., Chief of the Cabinet of the Minister.  
ÜNAL, Kayhan, Mr., Press Adviser.  
TURKAN, Nesrin, Mrs., Expert, MLSS.  
KAVLAK, Naim, Mr., Labour Attaché, General Consulate, Strasbourg.  
HACIMÜFTUOĞLU, Seyfullah, Mr., Vice-President of the State Human Resources Authority, Prime Ministry.

*Person appointed in accordance with Article 2,  
paragraph 3(i)*

BILGEN, Murat, Mr., Expert, State Human Resources Authority, Prime Ministry.

*Other persons attending the Conference*

ERDÖL, Cevdet, Mr., Prof. Dr., Member of Parliament.  
TANRIVERDI, Hüseyin, Mr., Member of Parliament.  
KAFKAS, Agah, Mr., Member of Parliament.

MERAL, Bayram, Mr., Member of Parliament.

**Employers' Delegate**

KUDATGOBILIK, Tugrul, Mr., Turkish Confederation of Employer's Association (TISK).

*Adviser and substitute delegate*

PIRLER, Bülent, Mr., Secretary-General, TISK.

*Advisers*

KOCOĞLU, Sükrü, Mr., President ad. interim, TISK.  
CENTEL, Tankut, Mr., Prof. Dr., Dean, Faculty of Law, University of Istanbul.  
BAYAZIT, Sancar, Mr., Secretary-General, Cement Producers Employer's Association.  
ERSOY, Necati, Mr., Secretary-General, Construction Installation Contractor's Employer's Association.  
ARSLAN, Türker, Mr., Deputy Secretary-General, Textile Industry Employer's Association.  
BÖLÜKBASI, Ahmet, Mr., Deputy Secretary-General, Employer's Association of Metal Industries.  
IBRAHIMOĞLU, Rafet, Mr., Governing Body's Adviser, Textile Industry Employer's Association.

*Persons appointed in accordance with Article 2,  
paragraph 3(i)*

TÖRE, Nahit, Mr., Prof. Dr., Governing Body's Adviser, TISK.  
KOC, Akansel, Mr., Deputy Secretary-General, Leather Industry Employer's Association.

*Other person attending the Conference*

KULUNK, Burhan, Mr., Director General, Turkish Maritime Management.

**Workers' Delegate**

KILIC, Salih, Mr., President, Confederation of Turkish Trade Unions (TÜRK-IS).

*Advisers*

USLU, Salim, Mr., President, Confederation of Real Trade Unions (HAK-IS).  
CELEBI, Süleyman, Mr., President, Confederation of Progressive Trade Unions (DISK).  
TOMBUL, Ismail Hakki, Mr., Dr., President, KESK.  
AKSU, Ahmet, Mr., Dr., President, MEMUR-SEN.  
YILDIZ, Osman, Mr., Adviser to the President, HAK-IS.  
ENGİN, Yusuf, Mr., Vice-President, HAK-IS.  
ATALAY, Ergün, Mr., Secretary-General Finance, TÜRK-IS.  
SÜKÜN, Hakan, Mr., External Expert, TÜRK-IS.

*Persons appointed in accordance with Article 2,  
paragraph 3(i)*

GÖK, Uğur, Mr., External Expert, TÜRK-IS.  
DEMİRÇI, Ahmet, Mr., External Secretary, KAMU-SEN.  
TÜRKEKEL, Mustafa, Mr., Training Secretary, TÜRK-IS.  
POLAT, Zeki, Mr., President, Textile and Garmment Worker's Union (TEKSİF).

### *Other persons attending the Conference*

KAYABASI, Hüseyin, Mr., President, Mine Worker's Union, TÜRK-IS.  
BARIN, Fikret, Mr., President, YOL-IS.  
AGAR, Ramazan, Mr., Secretary-General Finance, YOL-IS.  
ZENGIN, Hasan tahsin, Mr., Secretary-General Finance, TES-IS.  
DURMUS, Esat, Mr., Organization Secretary, TES-IS.  
BAKINDI, Cemal, Mr., President, TOLEYIS.  
AKTAS, Necati, Mr., Vice President, TOLEYIS.  
ALEMDAR, Eyüp, Mr., President, TÜRK KOOP-IS.  
PALA, Mehmet, Mr., Vice President, TÜRK KOOP-IS.  
YILMAZ, Turgut, Mr., President, BASS.  
SONAY, Ziya, Mr., Adviser to the President, BASS.  
SOYTÜRK, Halit, Mr., Vice President SELULOZ-IS.  
CETINTAS, Bilal, Mr., President, KRISTAL-IS.  
TIRYAKIOGLU, Metin, Mr., President, BASISEN.  
KOCAOGLU, Emre, Mr., Adviser to the President, BASISEN.  
AYAN, Burcu, Ms., External Expert, TEKGIDA-IS.  
GÖCMEN, Layik, Mr., Secretary-General Finance, DEMIRYOL-IS.  
BUDAK, Muhsin, Mr., Training and Organization Secretary, DEMIRYOL-IS.  
UZUNER, Hülya, Ms., External Expert, TÜRK-IS.  
ERDOĞDU, Seyhan, Mr., Adviser to the President, YOL-IS.  
SEREN, Mahmut, Mr., Vice-President, DISK.  
YILMAZ, Kemal, Mr., President, TÛMKA-IS.  
COBAN, Tonguç, Mr., Adviser to the President, DISK.  
KARACAN, Abdullah, Mr., President, Rubber Worker's Union, DISK.  
EGEMEN, Erdal, Mr., Av. Dr., Head of Department, Social and Legal Division, Rubber Worker's Union.  
OZKAN, Kemal, Mr., Coordinator, LASTIK-IS.  
ARSLAN, Mahmut, Mr., Vice-President, HAK-IS.  
BAKIR, Aziz, Mr., Organization Secretary, HIZMET-IS.  
BAYANLI, Naci, Mr., Chief of Section, Ankara, CELIK-IS.  
DEGIRMENCI, Yunus, Mr., Chief of Section, Kayseri, CELIK-IS.  
AVCI, Mustafa, Mr., Legal Adviser, OZ-IPLIK-IS.  
ÖZKAYA, Muharrem, Mr., Legal Adviser, HIZMET-IS.  
SARIEROGLU, Jülide, Ms., Research Expert, HAK-IS.  
AKYILDIZ, Bircan, Mr., President, KAMU-SEN.  
YOKUS, Fahrettin, Mr., Secretary-General, KAMU-SEN.  
KAHVECI, Önder, Mr., Secretary Finance, KAMU-SEN.  
KARADAVUT, Ismail, Mr., Organization Secretary, KAMU-SEN.  
GÜZEL, Nazmi, Mr., Collective Conventions, Secretary, KAMU-SEN, and President, ULASIM-SEN.  
ESER, Bilal, Mr., General-Secretary Legislation, KAMU-SEN.  
AZIZOGLU, Ahmet, Mr., Secretary Press, KAMU-SEN.  
ALSANCAK, Necati, Mr., Secretary-General of Social Affairs, KAMU-SEN, and President, IMAR-SEN.  
YILMAZ, H. hüseyin, Mr., General Secretary Training, KAMU-SEN.  
BASBUG, Aydın, Mr., Dr., Academic, G.Ü IIBF, External Adviser.  
KURT, Erol, Mr., Dr., External Expert, KAMU-SEN.

SOLMAZ, Adem, Mr., Governing Body's Member, MEMUR-SEN.  
TURBAY, Mürsel, Mr., Governing Body's Member, President, BEM BIR-SEN.  
SANVERDI, Ahmet, Mr., Adviser on European Affairs, MEMUR-SEN.  
SENOL, Adnan, Mr., Governing Body's Member, MEMUR-SEN.  
BAHADIR, Süleyman, Mr., Governing Body's Member, MEMUR-SEN.  
YILDIZ, Ahmet, Mr., President, DIYANET-SEN.  
GUNDOĞDU, Ahmet, Mr., President, EGITIM BIR-SEN.  
KARASAPAN, Abdülhadi, Mr., President, Bayindir MEMUR-SEN.  
KAYA, Günay, Mr., President, TOC BIR-SEN.  
YAZGAN, Yusuf, Mr., President, BÜRO MEMUR-SEN.  
SENOCAK, Lütfi, Mr., Governing Body's Member, DIYANET-SEN.  
AKYILDIZ, Ömür, Mr., Governing Body's Member, SAGLIK-SEN.  
CARDAK, Aise, Ms., Governing Body's Member, SAGLIK-SEN, Balikesir.  
SIMSEK, Ibrahim, Mr., President, ENERJI BIR-SEN.  
BERBER, Özge, Ms., External Expert, KESK.

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## Uruguay

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### *Ministro asistente a la Conferencia*

BONOMI, Eduardo, Sr., Ministro de Trabajo y Seguridad Social.

### *Persona que acompaña al Ministro*

VALLES GALMÉS, Guillermo, Sr., Embajador, Representante Permanente, Misión Permanente, Ginebra.

### **Delegados gubernamentales**

BARAIBAR, Julio, Sr., Director, Dirección Nacional del Trabajo, Ministerio de Trabajo y Seguridad Social.  
NARDUCCI, María, Sra., Inspectora General del Trabajo y de la Seguridad Social, Ministerio de Trabajo y Seguridad Social.

### *Consejeros técnicos*

GONZÁLEZ ARENAS, Ricardo, Sr., Embajador, Representante Permanente Alternativo, Misión Permanente, Ginebra.  
ROCANOVA, Ana Ines, Sra., Segunda Secretaria, Misión Permanente, Ginebra.  
PEREIRA, Carlos, Sr., Misión Permanente, Ginebra.

### **Delegado de los empleadores**

FOSTIK, Andrés, Sr., Protosorero, Cámara de Industrias del Uruguay.

### *Consejeros técnicos*

MAILHOS, Juan, Sr., Asesor Letrado, Cámara Nacional de Comercio y Servicios del Uruguay.  
FALCHETTI, Roberto, Sr., Asesor Letrado, Asociación Rural del Uruguay.

#### **Delegado de los trabajadores**

MESA, Jorge, Sr., Secretario Ejecutivo, Secretario de Empleo, Plenario Intersindical de Trabajadores, Convención Nacional de Trabajadores.

### *Consejeros técnicos*

PEREIRA, Fernando, Sr., Secretario Ejecutivo y Coordinador, Plenario Intersindical de Trabajadores, Convención Nacional de Trabajadores.  
OÍZ, Rosario, Sra., Asesora Jurídica, Plenario Intersindical de Trabajadores, Convención Nacional de Trabajadores.

## **Venezuela (Rép.bolivarienne) Venezuela (Bolivarian Rep). Venezuela (Rep. Bolivariana)**

### *Ministro asistente a la Conferencia*

DORADO CANO, Manuel Ricardo, Sr., Ministro del Trabajo.

#### **Delegado gubernamental**

MOLINA, Rubén Darío, Sr., Director, Oficina de Relaciones Internacionales y Enlace con la OIT, Ministerio del Trabajo.

### *Consejeros técnicos y delegados suplentes*

POITEVIEN CABRAL, Raquel, Sra., Embajadora encargada de Negocios a.i., Misión Permanente, Ginebra.  
HANDS, Rafael, Sr., Consejero, Misión Permanente, Ginebra.  
FLORES, Carlos, Sr., Agregado Laboral, Misión Permanente, Ginebra.

### *Consejeros técnicos*

ARIAS, Juan, Sr., Asesor Político, Misión Permanente, Ginebra.  
BOLIVAR, María Alejandra, Sra., Directora General, Instituto Nacional de Prevención, Salud y Seguridad Laborales (INPSASEL).

#### **Delegado de los empleadores**

BETANCOURT, José Luís, Sr., Presidente, Federación de Cámaras y Asociaciones de Comercio y Producción de Venezuela (FEDECAMARAS), Presidente de la Comisión OIT/OIE.

### *Consejeros técnicos*

VALDERRAMA, Miguel, Sr., Federación de Artesanos, Micros, Pequeños y Medianos Industriales de Venezuela (FEDEINDUSTRIA).  
DE LA ROSA MARTINEZ, Keyla Margarita, Sra., Empresarios por Venezuela (EMPREVEN).  
MEDINA, Hector, Sr., Confederación de Agricultores y Ganaderos de Venezuela (CONFAGAN).  
MUÑOZ, Albiz, Sra., FEDECAMARAS.  
DE ARBELOA, Bingen, Sr., FEDECAMARAS.  
ARAQUE, Luis Alfredo, Sr., FEDECAMARAS.  
HEREDIA, Manuel, Sr., FEDECAMARAS.  
REQUENA, Ricardo, Sr., FEDECAMARAS.

### *Otras personas que asisten a la Conferencia*

MARURI, Cloe, Sr., FEDECAMARAS.  
SANCHEZ, Gilberto, Sr., FEDECAMARAS.  
GUEVARA, Arturo, Sr., FEDECAMARAS.  
GUTIÉRREZ, Anel, Sr., FEDEINDUSTRIA.  
SANTORO, José Luis, Sr., FEDEINDUSTRIA.  
CASTILLO, Mario, Sr., FEDEINDUSTRIA.

#### **Delegado de los trabajadores**

PEDRO, Eusse, Sr., Secretario General, Central Unitaria de Trabajadores de Venezuela (CUTV).

### *Consejeros técnicos*

DÍAZ, Jesús Asdrúbal, Sr., Secretario de Finanzas, Confederación General de Trabajadores de Venezuela (CGT).  
CASTRO, Pablo, Sr., Confederación de Trabajadores de Venezuela (CTV),  
INFANTE, Carlos, Sr., Presidente, Confederación de Sindicatos Autónomos de Venezuela (CODESA).  
PAIVA, Juan, Sr., CUTV.  
BAUZA, Félix, Sr., CODESA.  
MÁSPERO, Marcela, Sra., Coordinación Nacional, Unión Nacional de Trabajadores (UNT).  
CHIRINO, Orlando, Sr., Coordinación General, UNT.  
GARCÍA, José, Sr., Coordinación Nacional, UNT.

### *Otras personas que asisten a la Conferencia*

RODRÍGUEZ, Antonio María, Sr., CGT.  
CHIRENO, María, Sra., CGT.  
DELGADO, Eduardo, Sr., CGT.  
CERVERA, Clotilde, Sra., CGT.  
RAMOS, Juana, Sra., CGT.  
BASABE, Eure, Sr., CGT.  
DÍAZ, Marco, Sr., UNT.  
MORA, Victor, Sr., UNT.  
CARBONE, Servando, Sr., UNT.  
DIYESI, Gleirys, Sra., UNT.  
CONTRERAS, Ana, Sra., UNT.  
POLANCO, Alexis, Sr., UNT.  
RINCÓN, Lili, Sra., UNT.  
PEÑA, Hugo, Sr., UNT.  
YANIREÉ, Sacariaz, Sra., UNT.  
HERNÁNDEZ, Ismael, Sr., UNT.  
GARCÍA, Marco, Sr., UNT.  
ORTEGANO, Tania, Sra., UNT.

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**Viet Nam Viet Nam Viet Nam**

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*Minister attending the Conference*

NGUYEN, Luong Trao, Mr., Standing Vice-Minister for Labour, Invalids and Social Affairs.

**Government Delegates**

NGO, Quang Xuan, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
LE, Kim Dung, Ms., Deputy Director, Department of International Cooperation, Ministry of Labour, Invalids and Social Affairs.

*Advisers and substitute delegates*

PHAM, Quoc Tru, Mr., Minister Counsellor, Deputy Permanent Representative, Permanent Mission, Geneva.  
PHAM, Hong Nga, Mr., Counsellor, Permanent Mission, Geneva.  
DOAN, Minh Hoa, Mrs., Director, Bureau of Safe Work, Ministry of Labour, Invalids and Social Affairs.  
PHAM, Thi Nga, Mrs., Senior Expert, Department of International Organisations, Ministry of Foreign Affairs.

*Adviser*

NGUYEN, Thanh Hai, Mr., Expert, Department of International Cooperation, Ministry of Labour, Invalids and Social Affairs.

**Employers' Delegate**

HOANG, Van Dung, Mr., Vice-President, Vietnam Chamber of Commerce and Industry.

**Workers' Delegate**

CU, Thi Hau, Mrs., President, Vietnam General Confederation of Labour.

*Adviser and substitute delegate*

HUYNH, Ngoc Thanh, Mr., Member of Presidium, Vietnam General Confederation of Labour.

*Adviser*

TRAN, Van Ly, Mr., Director, Department of International Cooperation, Vietnam General Confederation of Labour.

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**Yemen**

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*Minister attending the Conference*

AMAH AL-RAZZAQ, Ali Hamad, Ms., Minister of Social Affairs and Labour.

**Government Delegates**

BEN GHANIM, Faraj, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
LUQMAN, Ahmad Mohammad, Mr., Government Adviser.

*Advisers and substitute delegates*

AL-ARYANI, Abdelmalek, Mr., Plenipotentiary Minister, Permanent Mission, Geneva.  
OBAD, Ali Saleh, Mr., Adviser for External Relations.  
AL-BAKILI, A'del, Mr., Plenipotentiary Minister.

*Advisers*

AHMAD, Ali Mohammad, Mr., Responsible for Labour Relations.  
LUKMAN, Ahmed Mohamed, Mr.

**Employers' Delegate**

SAID, Mohammad Abdou, Mr., President, Confederation of Chambers of Commerce and Industry.

*Advisers and substitute delegates*

MUSTAPHA, Khaled Taha, Mr., Vice-President, Confederation of Chambers of Commerce and Industry.  
AL-MUTAYAMI, Muhammad Abdul Wahid, Mr., Confederation of Chambers of Commerce and Industry.

**Workers' Delegate**

AL-KUHLANI, Yahya Mohamed, Mr., President, General Federation of Trade Union (GFTU).

*Advisers and substitute delegates*

AL-JADRI, Mr., Secretary General for External Relations.  
QARHASH, Reda Ahmed, Ms., Director, Yemeni Women's Unit, GFTU.

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**Zambia Zambia Zambia**

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*Ministers attending the Conference*

NALUMANGO, Mutale, Mr., Minister of Labour and Social Security.  
KATEMA, Paul, Mr., Deputy Minister of Labour and Social Security.

*Persons accompanying the Minister*

MTESA, Love, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.  
DAKA, Mathias, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.

**Government Delegates**

CHISUPA, Ngosa, Mr., Acting Permanent Secretary.  
SIASIMUNA, Noah, Mr., Labour Commissioner.

### *Advisers and substitute delegates*

CHABALA, Justine C., Mr., Assistant Labour Commissioner.  
MULINDETI, Cecilia, Ms., Assistant Labour Commissioner.

#### *Advisers*

CHITAMBO, Arnold, Mr., Director, Occupational Safety and Health (Factories).  
NKUNIKA, Phyoka, Mr., Senior Planner.  
SINJELA, Encyla, Mrs., Counsellor, Permanent Mission, Geneva.  
MUFANA, Kabuba, Ms., Labour Officer.  
LEMBA M. M., Isabelle, Mrs., First Secretary, Permanent Mission, Geneva.  
ZULU, Alfonso, Mr., First Secretary, Permanent Mission, Geneva.  
KAKUBO, Paston, Mr., First Secretary, Permanent Mission, Geneva.

#### **Employers' Delegate**

MAZUPA, Chrispin, Mr., Acting Executive Director, Zambia Federation of Employers.

#### *Advisers*

MUSENGE, Danny K., Mr., Director-General, National Pension Scheme Authority.  
PEPALA, R.M., Mr., Managing Director, Local Authorities Superannuation Fund (LASF).  
KAPEZA, S., Mr., Commissioner, Workers' Compensation Fund Control Board.  
CHISELA, A., Mr., Director, LASF.

#### **Workers' Delegate**

HIKAUMBA, Leonard, Mr., President, Zambia Congress of Trade Unions.

#### *Advisers*

TEMBO, Sylvester, Mr., Secretary General, Zambia Congress of Trade Unions.  
MANDO, Lyson, Mr., Acting National Executive Secretary, Federation of Free Trade Unions of Zambia.  
MUKUKA, Cephas, Mr., Assistant National Executive Secretary, Federation of Free Trade Unions of Zambia.  
BENSON FUNGAI, Chipungu, Mr., President, ZWSEAWU - Federation of Free Trade Unions of Zambia.  
PHIRI, Charles, Mr., General Secretary, ZESEAWU - Federation of Free Trade Unions of Zambia.  
CHAALA, Darrison, Mr., Secretary General, CSAWU

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## **Zimbabwe**

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### *Minister attending the Conference*

GOCHE, Nicholas T., Mr., Minister of Public Service, Labour and Social Welfare.

### *Person accompanying the Minister*

CHAMARA, Martin, Mr., Minister's Aide.

#### **Government Delegates**

MUSEKA, Lancaster C., Mr., Permanent Secretary for Public Service, Labour and Social Welfare.  
CHIPAZIWA, Chitsaka, Mr., Ambassador, Permanent Representative, Permanent Mission, Geneva.

#### *Advisers and substitute delegates*

MAFEMBA, Enos, Mr., Deputy Permanent Representative, Permanent Mission, Geneva.  
MUKANDURI, Samson, Mr., Minister Counsellor.  
MUDYAWABIKWA, Poem, Mr., Deputy Director, International Relations, Ministry of Public Service, Labour and Social Welfare.  
NGORIMA, Langton, Mr., Senior Labour Officer, Ministry of Public Service, Labour and Social Welfare.

#### *Advisers*

HANGA, Monica V., Ms., Labour Officer, Ministry of Public Service, Labour and Social Welfare.  
RUSERE, Simpson, Mr., Senior Research and Economics Officer, Public Service, Labour and Social Welfare.  
CHIBUWE, Richard, Mr., Counsellor, Permanent Mission, Geneva.  
MUNHUNDIRIPO, Francis, Mr., Counsellor, Permanent Mission, Geneva.

#### *Other persons attending the Conference*

TAKAWIRA, Amod, Mr., Acting General Manager, National Social Security Authority (NSSA).  
SIBANDA, Cleopas, Mr., Senior Medical Officer on Occupational Safety and Health, NSSA.

#### **Employers' Delegate**

BIMHA, Michael, Mr., President, Employers' Confederation of Zimbabwe (EMCOZ).

#### *Adviser and substitute delegate*

MANIKAI, Edwin, Mr., Chairman, NASSA.

#### **Workers' Delegate**

MATOMBO, Lovemore, Mr., President, Zimbabwe Congress of Trade Unions (ZCTU).

#### *Adviser and substitute delegate*

CHIBHEBHE, W, Mr., Secretary General, ZCTU.

#### *Adviser*

HURUBA, E h s, Mr., Chairman, APEX Council.

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**OBSERVATEURS**

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**OBSERVERS**

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**OBSERVADORES**

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**Saint-Siège    The Holy See**  
**Santa Sede**

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*Représentants*

TOMASI, Silvano M., M., Nonce Apostolique, Mission permanente, Genève.

NWACHUKWU, Fortunatus, M., Conseiller, Mission permanente, Genève.

DE GREGORI, Massimo, M., Attaché, Mission permanente, Genève.

SALINA, Giorgio, M., Expert

GUTIERREZ, Placido, M., Expert.

MERICO COLOMBO, Francesca, Mme, Experte.

POLITO, Floriana, Mlle, Experte.



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**MOUVEMENT DE LIBERATION**

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**LIBERATION MOVEMENT**

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**MOVIMIENTO DE LIBERACION**

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*Palestinian Authority Representatives*

BARGHOUTHY, Mohammed, Mr., Minister of Labour.  
ABU-KOASH, Mohammad, Mr., Ambassador, Permanent  
Mission, Geneva.  
ALZAROO, Salah, Mr.  
ASAAD, Asef, Mr.  
EL-SABBAH, Mohammad, Mr.  
SHEHADA, Mustafa, Mr.  
AL-ADJOURI, Taissir, Mr.  
MUSA, Ibrahim, Mr.  
HASSASSIAN, Nadine, Ms.

*Employers' Representatives*

HIJJAWI, Husam, Mr.  
YAZIGI, Mahmoud, Mr.

*Workers' Representatives*

QOBBAHA, Haidar, Mr.  
KHREISHEH, Khaled, Mr.  
SAE'D, Shaher, Mr.  
ALBAYARI, Rassem, Mr.  
MAFARJEH, Amneh, Ms.  
MAHDI, Abdelraouf, Mr.

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**REPRÉSENTANTS DES NATIONS UNIES, DES  
INSTITUTIONS SPÉCIALISÉES ET D'AUTRES  
ORGANISATIONS INTERNATIONALES OFFICIELLES**

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**REPRESENTATIVES OF THE UNITED NATIONS,  
SPECIALIZED AGENCIES AND OTHER OFFICIAL  
INTERNATIONAL ORGANIZATIONS**

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**REPRESENTANTES DE LAS NACIONES UNIDAS, DE LOS  
ORGANISMOS ESPECIALIZADOS Y DE OTRAS  
ORGANIZACIONES OFICIALES**

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**Haut Commissariat des Nations Unies pour  
les réfugiés**

**Office of the United Nations High  
Commissioner for Refugees**

**Oficina del Alto Comisionado de las  
Naciones Unidas para los Refugiados**

---

LINNÉR, Christina, Ms., Head, Inter-Organization Desk,  
Secretariat and Inter-Organization Service.

---

**Fonds des Nations Unies pour la population  
United Nations Population Fund  
Fondo de Población de las Naciones Unidas**

---

TELLIER, Siri, Ms., Director.  
PALSTRA, Erik, Mr., Senior External Relations Officer.

---

**Programme commun des Nations Unies sur  
le VIH/SIDA**

**Joint United Nations Programme on  
HIV/AIDS**

---

MURPHY, Eamonn, Mr., Associate Director, Governance,  
Donor and UN System Relations.  
TYSZKO, Jacek, Mr., External Relations Officer.

---

**Programme des Nations Unies pour les  
établissements humains**

**United Nations Human Settlements  
Programme**

**Programa de las Naciones Unidas para los  
Asentamientos Humanos**

---

ABBAS, Abdalla, Mr., Acting Director.

---

**Organisation des Nations Unies pour  
l'alimentation et l'agriculture**

**Food and Agriculture Organization of the  
United Nations**

**Organización de las Naciones Unidas para la  
Agricultura y la Alimentación**

---

THEMBA, Masuku N., Mr., Director, FAO Liaison Office.  
PANOS, Konandreas, Mr., Senior Liaison Officer.

PAREDES-PORTELLA, Paul, Mr., Liaison Officer.

---

**Fonds monétaire international  
International Monetary Fund  
Fondo Monetario Internacional**

---

CHAUFFOUR, Jean-Pierre, Mr., WTO Representative.  
MARINOV, Rosen, Mr., Consultant.  
WEDER, Ghislaine, Ms., Consultant.  
HAMDAN, Intan, Ms., Consultant.

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**Organisation mondiale de la propriété  
intellectuelle**

**World Intellectual Property Organization  
Organización Mundial de la Propiedad  
Intelectual**

---

KHLESTOV, Nikolay, Mr., Senior Counsellor,  
Coordination Office for External Relations.

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**Organisation internationale de la  
francophonie**

---

BARARUNYERETSE, Libère, M., Ambassadeur,  
Représentant permanent, Mission permanente, Genève.  
COULIBALY LEROY, Sandra, Mme, Adjointe au  
Représentant permanent, Mission permanente, Genève.  
JULIA, Marion, Mme, Assistante.

---

**Union africaine African Union  
Unión Africana**

---

MASRI, Khadia R., Ms., Permanent Observer.  
LISWANI, Katrina, Ms., Head, Labour, Employment and  
Migration, AU Addis Ababa.  
TAYEB, Khaldi M., Mr., AU Addis Ababa.  
CHATTI, Mustapha, Mr., First Secretary.

---

**African Regional Labour Administration  
Centre**

---

THUMBI NYAMBARI, Sammy, Mr., Executive Director.  
KUPONANDISHE HLABANU, Locary, Mr., Finance and  
Administration Manager.  
CHABUKA, Perpetual, Ms., Programme Administrative  
Assistant.

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## **Southern African Development Community**

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SIANGA, Stephen, Mr., Director, Social and Human Development and Special Programmes.

---

## **Union économique et monétaire ouest-africaine**

### **West African Economic and Monetary Union**

---

BARROS, Rul Duarte, M., Commissaire, Département du Développement social.

NIANGO, Augustin, M., Directeur, Enseignement supérieur et de la Formation professionnelle.

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## **Organisation arabe du travail**

### **Arab Labour Organization**

### **Organización Árabe del Trabajo**

---

GUIDER, Ibrahim, Mr., Director General.

HUMSI, Adib, Mr., Head, Permanent Delegation, Geneva.

TABTAB, Abdel Kader, Mr., Director, Arab Institute for Workers' Education.

KCHAOU, Mohamed, Mr., Director (ACLAE).

IBRAHIM, Mahmoud, Mr., Director, Arab Institute for Safety and Health.

---

## **Ligue des Etats arabes**

### **League of Arab States**

### **Liga de Estados Arabes**

---

ALFARARGI, Saad, M., Ambassadeur, Mission permanent, Genève.

TILIOUANT, Youcef, Mr., Premier attaché, Mission permanent, Genève.

EL HAJJÉ, Osman, Mr., Membre, Mission permanent, Genève.

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## **Conseil des ministres du Travail et des Affaires sociales des Etats du Conseil de coopération du Golfe**

### **Council of Ministers of Labour and Social Affairs in Gulf Cooperation Council States**

---

AL-TEWAIGRY, Othman Abdulla, Mr., General Director, Executive Bureau, Council of Ministers of Labour, GCC.

AL-SALMAN, Jamal Hassan, Mr., Labour Affairs Director.

HAJEEH, Mahmood Ali, Mr., Social Affairs Director.

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## **Union européenne European Union**

### **Unión Europea**

---

SPIDLA, Vladimir, Mr., Commissioner for Employment, Social Affairs and Equal Opportunities.

TROJAN, Carlo, Mr., Head of Delegation, Ambassador, Permanent Delegation, Geneva.

SCHREIBER, Kristin, Ms., Head of Cabinet of the Commissioner for Employment, Social Affairs and Equal Opportunities.

OUAKI, Stéphane, Mr., Deputy Head of Cabinet of the Commissioner for Employment, Social Affairs and Equal Opportunities.

KASTRISSIANAKIS, Antonis, Mr., Director, DG Employment, Lisbon Strategy, International Affairs.

BÉCHET, Thierry, Mr., Head of UN Section, Minister-Counsellor, Permanent Delegation, Geneva.

TRICART, Jean-Paul, Mr., Head of Unit, DG Employment, International Affairs and Enlargement.

DELARUE, Rudi, Mr., DG Employment, International Affairs and Enlargement Unit.

DEGRAND-GUILLAUD, Anne, Ms., Official, Working Conditions, Adaptation to change Unit.

PEDELABAT-LARTIGAU, Patricia, Ms., Official, Working Conditions, Adaptation to change Unit.

BOEHMERT, Sabine, Ms., Official, Working Conditions, Adaptation to change Unit.

CULLEN, Paul, Mr., Official, Labour Law Unit.

HAAHR, Thomas, Mr., Official, Social and Human Development Unit, DG Development.

DUFOUR, Christian, Mr., Counsellor, Permanent Delegation, Geneva.

LUCKIEWICZ, Izabella, Ms., Attaché, Permanent Delegation, Geneva.

\* \* \*

HOUTTUIN, Guus, Mr., Head, Liaison Office, General Secretariat of the Council of the European Union, Geneva.

VAN THIEL, Servaes, Mr., Counsellor, Liaison Office, General Secretariat of the Council of the European Union, Geneva.

ALLEN, Oliver, Mr., Counsellor, Liaison Office, General Secretariat of the Council, Geneva.

GEORGE, Andrew, Mr., Head of Unit, DG Social Affairs, General Secretariat of the Council, Brussels.

HIETANEN, Mervi, Ms., DG Social Affairs, General Secretariat of the Council, Brussels.



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**REPRÉSENTANTS D'ORGANISATIONS  
INTERNATIONALES NON GOUVERNEMENTALES**

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**REPRESENTATIVES OF NON-GOVERNMENTAL  
ORGANIZATIONS**

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**REPRESENTANTES DE ORGANIZACIONES NO  
GUBERNAMENTALES**

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**Confédération internationale des syndicats  
libres**  
**International Confederation of Free Trade  
Unions**  
**Confederación Internacional de  
Organizaciones Sindicales Libres**

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RYDER, Guy, Mr., General Secretary.  
CISSÉ, Mamounata, Ms., Assistant General Secretary.  
OLIVEIRA, José Olivio, Mr., Assistant General Secretary.  
BÁEZ MOSQUEIRA, Victor, Mr., General Secretary,  
Inter-American Regional Organization.  
SUZUKI, Noriyuki, Mr., General Secretary, Asian and  
Pacific Regional Organization.  
KAILEMBO, Andrew, Mr., General Secretary, African  
Regional Organization.  
HOWARD, James, Mr., Director, Employment and  
International Labour Standards Department.  
KUCZKIEWICZ, Janek, Mr., Director, Human and Trade  
Union Rights Department.  
COURTEILLE, Claire, Ms., Economist, Employment and  
International Labour Standards Department.  
DEBROUX, Matthieu, Mr., Press Officer.  
ROYER, Lucien, Mr., Secretariat.  
GABAGLIO, Emilio, Mr., Consultant.  
BIONDI, Anna, Ms., Director, Geneva Office.  
GONZALEZ, Raquel, Ms., Assistant Director, Geneva  
Office.  
BUSSE, Esther, Ms., Geneva Office Assistant.  
DE BLONAY, Victoria, Ms.  
BLUMER, Eva, Ms.  
CAMBIER, Hubert, Mr., Head, Central and Eastern  
Europe Unit.  
TUCH, Margarita, Ms., Consultant.  
KAMALAM, Ms., Director Equality.  
YAROSHUK, Alexandr, Mr., Congress of Democratic  
Trade Unions of Belarus (BKDP).  
LIN, Hui-Kuan, Mr.  
WONG, Lennon Ying-Dah, Mr.  
HUANG, Chen-Wei, Ms.  
YANG, Ching-Ya, Ms.  
MAUNG, Maung, Mr., General Secretary, Federation of  
Trade Unions, Burma (FTUB).  
AUNG, Zaw Win, Mr., Assistant General Secretary,  
Federation of Trade Unions, Burma (FTUB).  
COVA, Manuel, Mr., General Secretary, Confederación de  
Trabajadores de Venezuela.  
BAYKARA, Violdan, Ms., President, All Municipality and  
Local Services Employees Union (TUM BEL-SEN),  
Turkey.  
ABDOU, Adan Mohamed, Mr., General Secretary, Union  
Djiboutienne du Travail.  
PASSCHIER, Catelena, Ms., European Trade Union  
Confederation (ETUC).  
HAMMERTON, Sara, Ms., Deputy Director, Department  
of Trade Union Rights, ICFTU Secretariat.  
SORENSEN, June, Ms., Legal Adviser, Department of  
TUR, ICFTU Secretariat.  
BORISOV, Vadim, Mr., ICFTU Moscow Office.

FEDYNITCH, Gennadij, Mr., President (REPAM),  
Belarus.

---

**Confédération mondiale du travail**  
**World Confederation of Labour**  
**Confederación Mundial del Trabajo**

---

THYS, Willy, M., Secrétaire Général.  
ESTEVEZ, Eduardo, M., Secrétaire Général Adjoint.  
WIENEN, Jaap, M., Secrétaire Général Adjoint.  
SEA, Hervé, M., Représentant de la CMT à Genève.  
PAREDES, Kattia, Mme, Directrice du département  
"Egalité".  
HOFERLIN, Isabelle, Mme, Directrice des Droits  
Humains et des Normes Internationales du Travail.  
AARTS, Eric, M., Responsable Capacity Building.  
FAUCHERE, Béatrice, Mme, Conseillère.  
CICERON, Gaston, M., Conseiller.  
DESMET, Veerle, Mme, Conseillère.  
ALBUS, Claire, Mme, Conseillère.  
TOE, Joseph, M., Conseiller.  
KIPULU, Angélique, Mme, Conseillère.  
KABBAJ, Mohammed Larbi, M., Conseiller.  
ZIDOUH, Brahim, M., Conseiller.  
ZBIRI, Mahjouba, Mme, Conseillère.  
THOUVENEL, Joseph, M., Conseiller.  
FORT, Robert, M., Conseiller.  
GO, Jean, M., Conseiller.  
COUPET, Henri, M., Conseiller.  
ROCHE, Paul, M., Conseiller.  
PICANDET, Patrick, M., Conseiller.  
NATH DAHAL, Khila, M., Conseiller.  
EVALPOORT, Kenneth E., Mr., Conseiller.

---

**Fédération syndicale mondiale**  
**World Federation of Trade Unions**  
**Federación Sindical Mundial**

---

MAVRIKOS, George, Mr., General Secretary.  
OSIRIS DE LA TORRE, Oviedo, Mr., Deputy General  
Secretary.  
MIRO, Adib, M., Deputy General Secretary.  
CARDONA, Ramon, M., Deputy General Secretary.  
PACHO, Valentin, Mr., Deputy General Secretary.  
ABDUL MALIK, Elnaem, M., Deputy General Secretary.  
ALIGISAKIS, Maximos, Mr., Representative.  
NDZANA OLONGO, Gilbert, Mr., General Secretary  
(CSI).  
BATISTA, Joao, Mr., National Coordinator Corriente  
Sindical Clasista CUT.  
PIMENTEL, Maria, Ms., CGT Brazil.  
SAVOIA, Pablo, Mr., Member, Financial Committee.  
AVELLA, Aida, Ms.  
MULLER, Raymond, Mr.  
AVELLA, Julio, Mr.  
ANDA, Anastasaki, Mme  
VARONNE, Charly, Mr.  
MATÍNEZ, Martha, Mme



DE ANGELI, Carlos, Mr., Senior Adviser.

---

**Organisation internationale des employeurs**  
**International Organization of Employers**  
**Organización Internacional de Empleadores**

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PEÑALOSA, Antonio, Mr., Secretary-General.  
WILTON, Brent, Mr., Deputy Secretary-General.  
DEJARDIN, Jean, Mr., Adviser.  
GROS-LOUIS, Sandy, Ms., Adviser.  
JAMES, George, Mr., Adviser.  
MUIA, Frederick, Mr., Adviser.  
OECHSLIN, Eric, Mr., Adviser.  
RYNHART, Gary, Mr., Adviser.  
YURÉN, Andrés, Mr., Adviser.  
PERKINS, Barbara, Ms., Assistant to the Secretary-General.  
KATZ, Abraham, Mr.  
FUNES DE RIOJA, Daniel, Mr., Executive Vice-President.  
POSSIENKE, Christian, Mr.

---

**Organisation de l'unité syndicale africaine**  
**Organization of African Trade Union Unity**  
**Organización para la Unidad Sindical Africana**

---

SUNMONU, Hassan A., Mr., Secretary-General.  
DIOP, Demba, Mr., Assistant Secretary-General.  
BESHA, Michael P., Mr., Assistant Secretary-General.  
ABUZIED, Mohamed M., Mr., Treasurer-General.  
GBOLU, Emmanuel K., Mr., Head, International Cooperation.  
DIALLO, Lelouma, Mr., Permanent Representative, Geneva.  
AMOAH, Ann, Ms., Project Manager, OATUU/ILO GEPATU Project.  
BENJAMIN-SAMPSON, Evelyn, Ms., Gender and Youth Officer.  
OFOSU, Hannah D., Ms., Senior Secretary.  
ABUSETA, Mohamed, Mr., Secretary-General, Pan-African Federation of Petroleum and Allied Workers.

---

**Alliance internationale d'aide à l'enfance**  
**International Save the Children Alliance**  
**Alianza Internacional para el Apoyo a la Niñez**

---

REALE, Daniela, Ms., Exploited Children Adviser.

---

**Alliance internationale des femmes**  
**International Alliance of Women**  
**Alianza Internacional de Mujeres**

---

KEHL-LAUFF, Jessika, Ms.  
SACKSTEIN, Helene, Ms.

---

**Amnistie Internationale**  
**Amnesty International**  
**Amnistía Internacional**

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SPLINTER, Peter, Mr., Representative, Geneva Office.  
SCANNELLA, Patrizia, Ms., Adviser on International Organizations, Geneva Office.  
BALDWIN-PASK, Tania, Ms., Adviser on International Organizations.

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**Association internationale des Conseils économiques et sociaux et Institutions similaires**  
**International Association of Economic and Social Councils and similar Institutions**  
**Asociación Internacional de Consejos Económicos y Sociales e Instituciones Similares**

---

WANG, Zhongyu, M., Président.  
DURUFLÉ, Bertrand, M., Secrétaire Général.  
LI, Xueming, M., Secrétaire Général Adjoint.  
WANG, Shenghong, M., Secrétaire Général du CES.

---

**Association internationale d'orientation scolaire et professionnelle**  
**International Association for Educational and Vocational Guidance**  
**Asociación Internacional para la Internacional Orientación Educativa y Profesional**

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FLUBACHER, Verena, Ms.

---

**Association internationale de la sécurité  
sociale**  
**International Social Security Association**  
**Asociación Internacional de la Seguridad  
Social**

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KONKOLEWSKY, Hans-Horst, M., Secrétaire général.  
D'HAENE, Yannick, M., Secrétaire général f.f.

---

**Association internationale des universités du  
troisième âge**  
**International Association of Universities of  
the Third Age**  
**Asociación Internacional de Universidades  
para la Tercera Edad**

---

IBRAHIM, Ibrahim A., Mr.  
VIDAL, Paule, M., Secrétaire Générale.  
WAGNER, Raymonde, Mme

---

**Association de Volontaires pour le Service  
international**  
**Association of Volunteers for International  
Service**  
**Asociación de Voluntarios para el Servicio  
Internacional**

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REPOSSI, Alberto, Mr., Project Area Africa and Middle  
East.  
MONDAINI, Silvia, Ms., Representative.  
SILVESTRI, Giampaolo, Mr., Project Area Manager.

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**Caritas Internationalis**  
**Caritas Internationalis**  
**Caritas Internationalis**

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GROB, Jean, Mr., Representative.

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**Centre d'échanges et coopération pour  
l'Amérique latine**  
**Exchange and Cooperation Centre for Latin  
America**  
**Centro de Intercambios y Cooperación para  
América Latina**

---

CELI VEGAS, Michel, M., Président.

---

**Centre international pour les droits  
syndicaux**  
**International Centre for Trade Union Rights**  
**Centro Internacional para los Derechos  
Sindicales**

---

BLACKBURN, Daniel, Mr., Director.  
PUERTO, Miguel, Mr.  
GIBBONS, Steve, Mr.  
EWING, Keith, Mr.  
EL-FADL, Fathi Mohammed, Mr.

---

**Comité consultatif mondial des amis**  
**Friends World Committee for Consultation**

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BRETT, Rachel, Ms., Representative for Human Rights  
and Refugees.  
TOWNHEAD, Laurel, Ms., Programme Assistant for  
Human Rights and Refugees.  
TYABJI, Nico, Mr., Programme Assistant for Global  
Economic Issues.  
WATSON, Martin, Mr., Representative for Global  
Economic Issues.

---

**Commission africaine des promoteurs de la  
santé et des droits de l'homme**  
**African Commission for Health and Human  
Rights Promoters**

---

KARIFA SAMOURA, Djély, Mr., Secretary-General.  
DIAWARA, Biro, Mr.  
DIALLO, Kesso, Ms.  
KOUROUMA, Jean, Mr.  
TEWELDE-MEDHIN, Berhane, Mr.

---

**Commission internationale de la santé au travail**

**International Commission on Occupational Health**  
**Comisión Internacional de Medicina del Trabajo**

---

RANTANEN, Jorma, Mr., President.  
IAVICOLI, Sergio, Mr., Secretary-General.

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**Commission syndicale consultative auprès de l'Organisation de coopération et de développement économiques**

**Trade Union Advisory Committee to the Organisation for Economic Cooperation and Development**

**Comisión Sindical Consultativa ante la OCDE**

---

EVANS, John, Mr., General Secretary.  
SCHNEIDER, Roland, Mr., Senior Policy Adviser.  
ROYER, Lucien, Mr., Senior Policy Adviser.  
HABBARD, Pierre, Mr., Senior Policy Adviser.

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**Confédération européenne des syndicats indépendants**

**European Confederation of Independent Trade Unions**

**Confederación Europea de Sindicatos Independientes**

---

LAURSEN, Randi, Mme, Présidente de la Firma Funktionaererne (FF).  
HANSEN, John, M., Secrétaire général de la Firma Funktionaererne (FF).  
KNUDSEN, Niels Kraiberg, M., Firma Funtionaererne (FF).  
EYSCHEN, Irène, Mme, Confédération Générale de la Fonction Publique (CGFP).  
TRAUSCH, Pierre, M., Confédération Générale de la Fonction Publique (CGFP).

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**Confédération générale des syndicats**  
**General Confederation of Trade Unions**

---

SHCHERBAKOV, Vladimir, Mr., General Secretary.  
SHCHERBAKOVA, Taniana, Ms., Accompanying Spouse.  
POTAPOV, Albert, Mr., Deputy General Secretary.

POTAPOVA, Inessa, Ms., Accompanying Spouse.  
PODSHIBYAKINA, Natalia, Ms., Deputy General Secretary.

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**Confédération internationale des cadres**  
**International Confederation of Executive Staff**

**Confederación Internacional de Técnicos**

---

RAMME, Ludger, M., Secrétaire Général Adjoint.  
ANGELO, Maurizio, M., Président.  
HAGE-NIELSEN, Annika, Mme, Secrétaire Général Adjoint.  
ZOVATTO, Paola, Mme, Trésorier.

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**Confédération internationale des Agences privées pour l'Emploi**

**International Confederation of Private Employment Agencies**

---

PENNEL, Denis, Mr., Managing Director.  
FREYTAG, Michael, Mr., Policy Advisor.

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**Confédération internationale des syndicats arabes**

**International Confederation of Arab Trade Unions**

**Confederación Internacional de Sindicatos Arabes**

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DJEMAM, HACENE, Mr., General Secretary.  
RAJAB, Maatouk, Mr., Deputy General Secretary, Head of International Relations and Immigration.  
FAROUK, Ben Aouf Saad, Mr., Director of International Relations Department.  
ZINEDDIN, Mohamad Naim, Mr., Adviser.

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**Congrès permanent de l'unité syndicale des travailleurs d'Amérique latine**  
**Permanent Congress of Trade Union Unity of Latin American Workers**

**Congreso Permanente de la Unidad Sindical de los Trabajadores de América Latina**

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BERNAL CAMERO, Joaquin, Sr., Coordinador General.

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**Conseil de coordination des syndicats  
d'Afrique australe**  
**Southern African Trade Union Coordination  
Council**  
**Consejo de Coordinación Sindical de Africa  
Austral**

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KACHIMA, Moses Tito, Mr., Executive Secretary.

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**Conseil international des femmes**  
**International Council of Women**  
**Consejo Internacional de Mujeres**

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DE BOCCARD, Jeannine, Mme  
PASCHOUD VAN DE KERCHOVE, F., Mme  
PERRET, Sylvie, Mme

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**Conseil international des infirmières**  
**International Council of Nurses**  
**Consejo Internacional de Enfermeras**

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KINGMA, Mireille, Ms., ICN Consultant, Nursing and  
Health Policy.

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**Coordination internationale de la jeunesse  
ouvrière chrétienne**  
**International Coordination of Young  
Christian Workers**  
**Coordinación Internacional de la Juventud  
Obrera Cristiana**

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CORONEL ESCOBAR, Camilo, Mr., International  
President.  
HOCQUET, Jacqueline, Ms.

---

**Fédération arabe des ouvriers du pétrole,  
des mines et industries chimiques**  
**Arab Federation of Petroleum, Mines and  
Chemical Workers**

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ABDEL-BARI, Fauzi, Mr., General Secretary.

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**Fédération des associations de  
fonctionnaires internationaux**  
**Federation of International Civil Servants'  
Associations**  
**Federación de Asociaciones de Funcionarios  
Internacionales**

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PONNIAH, Vivien Joy, Mme, Secrétaire générale.  
VARGHESE, Joseph, M., Membre du comité exécutif.  
DWEGGAH, Maria, Mme, Membre du comité exécutif.

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**Fédération internationale des associations  
pour l'éducation des travailleurs**  
**International Federation of Workers'  
Education Associations**  
**Federación Internacional de Asociaciones  
para la Educación de los Trabajadores**

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SPOONER, Dave, Mr., General Secretary, IFWEA.  
GALLIN, Dan, Mr., Executive Committee, IFWEA.  
BRADLEY, Michael, Mr., General Secretary, General  
Federation of Trade Unions.  
BRADLEY, Jan, Ms., General Federation of Trade  
Unions.  
IRWIN, Alan, Mr., General Federation of Trade Unions.

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**Fédération internationale des femmes de  
carrières libérales et commerciales**  
**International Federation of Business and  
Professional Women**  
**Federación Internacional de Mujeres de  
Negocios y Profesionales**

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JUNGER, Marianne, Ms.  
KAUSCH, Karin, Ms.

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**Fédération internationale des femmes des  
carrières juridiques**  
**International Federation of Women in Legal  
Careers**  
**Federación Internacional de Mujeres Juristas**

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DEMBELE, Fatoumata Diarra, Mme  
ALLEGRONE, Mabel, Mme  
TOMÉ, Anne, Mme  
BALLESTEROS, Nuria, Mme

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**Fédération internationale des femmes  
diplômées des universités**  
**International Federation of University Women**  
**Federación Internacional de Mujeres  
Universitarias**

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PONCINI, Conchita, Ms., Coordinator.  
HAGEN, Katherine, Ms.  
HANSEN, Eva, Ms.  
CASH, Sara, Ms.

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**Fédération internationale des ligues des  
droits de l'homme**  
**International Federation of Human Rights  
Leagues**  
**Federación Internacional de los Derechos  
Humanos**

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AHMADI, Simi, Mme, Déléguée permanente.  
POMEON-O'NEILL, Alexandra, Mlle, Déléguée  
permanente adjointe.

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**Fédération internationale du personnel des  
services publics**  
**International Federation of Employees in  
Public Services**  
**Federación Internacional del Personal de los  
Servicios Públicos**

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VAN CAELENBERG, Bert, M., Secrétaire Général.

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**Fédération internationale des organisations  
de formation et de développement**  
**International Federation of Training and  
Development Organizations**

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TWIGGER, Anthony, Mr., Executive Director.  
WAUGH, David, Mr., Representative, Bretton Woods  
organizations.  
HARTENSTEIN, Annette, Ms., Research Officer.

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**Fédération internationale des organisations  
de travailleurs de la métallurgie**  
**International Metalworkers' Federation**  
**Federación Internacional de Trabajadores de  
las Industrias Metalúrgicas**

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MALENTACCHI, Marcello, Mr.  
FREDRICKS, Brian, Mr.  
HIROSHI, Kamada, Mr.  
COLETTI, Carla, Ms.  
BALKE, Karen, Ms.

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**Fédération internationale des syndicats de  
travailleurs de la chimie, de l'énergie, des  
mines et des industries diverses**  
**International Federation of Chemical, Energy,  
Mine and General Workers' Unions**  
**Federación Internacional de Sindicatos de  
Trabajadores de la Química, de la Energía,  
Minas e Industrias Diversas**

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HIGGS, Fred, Mr., General Secretary.  
CATTERSON, Jim, Mr., Director of Organization.  
GREEN, Reg, Mr., Health, Safety & Environment Officer.

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**Fédération internationale Terre des Hommes**  
**International Federation Terre des Hommes**  
**Federacion Internacional Terre des Hommes**

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KADJAR-HAMOUDA, Eylah, Mme, Coordinatrice.  
PHILIPPE, Pierre, M., Coordinateur de la campagne Terre  
des Hommes contre le trafic d'enfants.

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**Internationale des travailleurs du bâtiment et  
du bois**  
**Building and Woodworkers International**  
**Internacional de Trabajadores de la  
Construcción y la Madera**

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ESSOLA, Françoise Alice, Ms., Secretary FSTBC,  
Cameroon.  
ESSINDI MINKOULOU, Pierre, Mr., President of  
FSTBC, Cameroon.  
MBEZELE, Pauline, Ms., Women's National Coordinator,  
FSTBC, Cameroon.  
NORMARK, Anita, Ms., BWI General Secretary.  
HELLMANN, Marion F., Ms., Assistant General  
Secretary.

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**Fédération internationale des travailleurs du  
textile, de l'habillement et du cuir**  
**International Textile, Garment & Leather  
Workers' Federation**  
**Federación Internacional de Trabajadores del  
Textil, Vestuario y Cuero**

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KEARNEY, Neil, Mr., General Secretary.  
CAPPUCCIO, Silvana, Ms., Health and Safety Assistant.

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**Fraternité des syndicats d'Asie**  
**Brotherhood of Asian Trade Unions**  
**Fraternidad de Sindicatos de Asia**

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ALI, Shouket, Mr., Deputy Secretary General & President,  
All Pakistan Trade Union Congress.  
LUCERO, Nicetas M., Mr., Secretary-General.

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**Institut international de la construction**  
**International Construction Institute**  
**Instituto Internacional de la Construcción**

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O'LEARY, James M., Mr.  
LA FERIA, Francis, Mr.  
SCRIVANI, Luigi, Mr.

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**Institution de la sécurité et de la santé au  
travail**  
**Institution of Occupational Safety and Health**  
**Institución de Seguridad y Salud en el  
Trabajo**

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ROSS, Emma, Ms., Interim Head of International Affairs.  
JONES, Richard, Mr., Director of Technical Affairs.  
SLEE, Jacoba, Ms., International Affairs Department.

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**Internationale de l'éducation**  
**Education International**  
**Internacional de la Educación**

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VAN LEEUWEN, Fred, Mr., General Secretary.  
JOUEN, Elie, Mr., Deputy General Secretary.  
EASTMAN, Jane, Ms., Deputy General Secretary.

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**Internationale des services publics**  
**Public Services International**  
**Internacional de Servicios Públicos**

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ENGELBERTS, Hans, Mr., General Secretary.  
LEATHER, Alan, Mr., Deputy General Secretary.  
WAGHORNE, Mike, Mr., Assistant General Secretary.  
WINTOUR, Nora, Ms., Equality and Rights Officer.  
CAIRD, Wendy, Ms., Quality Public Services Campaign  
Coordinator.

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**Internationale socialiste des femmes**  
**Socialist International Women**  
**Internacional Socialista de Mujeres**

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AGUILAR, Marianne, Ms.  
HAUSSER, Josiane, Ms.  
STASIUS, Karin, Ms.  
WAHREN, Ann-Charlotte, Ms.

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**Jeunesse ouvrière chrétienne internationale**  
**International Young Christian Workers**  
**Juventud Obrera Cristiana Internacional**

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YOVEL, Thiruvalluvar, Mr., President.  
RAUCH, Bridget, Ms., General Secretary.

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**Mouvement mondial des travailleurs  
chrétiens**  
**World Movement of Christian Workers**  
**Movimiento Mundial de Trabajadores  
Cristianos**

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N'DONG, Brigitte, Ms., Secretary General.  
PRIYA, Shen, Ms., Coordinator.  
TCHOUENTE SEME, Duplex, Mr., Coordinator.  
MONAYONG EBO'O, Angeline, Ms., Coordinator.  
WALLIMANN, Thomas, Mr.

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**Organisation africaine des syndicats des mines, métaux, énergie, chimie et assimilés**  
**African Organisation of Mines, Metal, Energy, Chemical and Allied Trade Unions**  
**Organización Africana de Sindicatos Mineros, del Metal, de la Energía, la Química y Afines**

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ZITOUNI, Lemtai, M., Secrétaire Général.  
AISSAOUI, Hassen, M., Membre du bureau exécutif.

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**Organisation démocratique syndicale des travailleurs africains**  
**Democratic Organization of African Workers' Trade Union**  
**Organización Democrática Sindical de los Trabajadores Africanos**

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BENYDIN, Toolsyraj, M., Président.  
AKOUETE, Adrien Beleki, M., Secrétaire Général.  
KABBAJ, Mohamed Larbi, M., Vice-Président.  
SERAH DIALLO, Rabiadou, Mme, Représentante  
Commission Panafricaine des Femmes Travailleuses.  
ATAYI, Tchotcho, Mme

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**Organisation internationale de perspective mondiale**    **World Vision International**  
**Visión Mundial Internacional**

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GETMAN, Thomas, Mr., Director.  
ALLEN, Denise, Ms., Senior Policy Adviser, Child Rights/Peace & Conflict.

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**Organisation mondiale contre la torture**  
**World Organization Against Torture**  
**Organización Mundial contra la Tortura**

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MACH, Olivier, M., Président.  
SOTTAS, Eric, M., Directeur.  
LACROIX, Anne-Laurence, Mme, Directrice-adjointe.  
MC CARTHY, Thomas, Mr., Responsable du programme.  
TROCHU, Cécile, Mme, Responsable du programme.

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**Social Alert**    **Social Alert**    **Social Alert**

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VERSTRAETEN, Bart, M., Coordinateur International.

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**Société anti-esclavagiste internationale**  
**Anti-Slavery International**

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TURNER, Catherine, Ms.  
SHARMA, Bhavna, Ms.  
MUICO, Norma, Ms.  
KAYE, Mike, Mr.

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**Solidar**    **Solidar**    **Solidar**

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CARACCILO, Barbara, Ms., Project Officer  
Development Education.

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**Soroptimist International**  
**Soroptimist International**  
**Soroptimist International**

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NORDBACK, Inger Sofie, Ms.

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**StreetNet International**  
**StreetNet International**  
**StreetNet International**

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HEUNG-HYUN, Kim, Mr., President (KOSC).  
HORN, Patricia, Ms., International Coordinator.  
MUGIJIMA, Beauty, Ms., Technical Adviser (ZCIEA).  
MUSHONGERA, Vimbai, Ms., Technical Adviser (ZCIEA).  
KASHIWA, Lameck, Mr., Technical Adviser (AZIEA).

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**Union générale des chambres de commerce, industrie et agriculture des pays arabes**  
**General Union of Chambers of Commerce, Industry and Agriculture for Arab Countries**  
**Unión General de Cámaras de Comercio, Industria y Agricultura de los Países Arabes**

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GHANTOUS, Elias, Mr., Secretary-General.

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**Union internationale chrétienne des  
dirigeants d'entreprise**  
**International Christian Union of Business  
Executives**  
**Unión Internacional Cristiana de Dirigentes  
de Empresa**

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LEDOUBLE, Philippe, M., Administrateur.  
BONAMY, Benoît, M., Secrétaire général.  
KLEIN, Jean-Pierre, M., Représentant.

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**Union internationale des syndicats des  
travailleurs de l'agriculture, l'alimentation, du  
commerce, de l'industrie textile et similaires**  
**Trade Unions International of Workers in  
Agriculture, Food, Commerce, Textiles and  
Allied Industries**

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HUCK, Freddy, M., Président.

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**Union internationale des syndicats des  
travailleurs du bâtiment, du bois et des  
matériaux de construction**  
**Trade Unions International of Workers of the  
Building, Wood and Building Materials  
Industries**  
**Unión Internacional de Sindicatos de  
Trabajadores de la Construcción, Madera y  
Materiales de Construcción**

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DINIS, José, Mr., General Secretary.  
SUTTON, John, Mr., President.

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**Union internationale des syndicats des  
travailleurs de l'énergie, des métaux, de la  
chimie, du pétrole et des industries  
similaires**  
**Trade Unions International of Workers of  
Energy, Metal, Chemical, Oil and Allied  
Industries**  
**Unión Internacional de Sindicatos de  
Trabajadores de la Energía, el Metal, la  
Química, el Petróleo e Industrias Afines**

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ESPARZA FLORES, C. Martín, Sr., Secretario General.  
AMEZCUA CASTILLO, C. Fernando, Sr., Secretario del  
Exterior, Sindicato Mexicano de Electricistas.

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**Union internationale des syndicats des  
travailleurs de la fonction publique et  
assimilés**  
**Trade Unions International of Public and  
Allied Employees**  
**Unión Internacional de Sindicatos de  
Trabajadores de Servicios Públicos y  
Similares**

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SEN, Sukomal, Mr., General Secretary.  
SOTAKA, Lulamile, Mr., President.  
SIKITI, Nomthandazo, Ms., International Relations Officer  
to the President.

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**Union internationale des travailleurs de  
l'alimentation, de l'agriculture, de l'hôtellerie-  
restauration, du tabac et des branches  
connexes**  
**International Union of Food, Agricultural,  
Hotel, Restaurant, Catering, Tobacco and  
Allied Workers' Associations**  
**Unión Internacional de Trabajadores de la  
Alimentación, Agrícolas, Hoteles,  
Restaurantes, Tabaco y Afines**

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AMUKO, Omara, Mr.  
BARONCINI, Jacqueline, Ms.  
BUDIN, Barbro, Ms.  
CIBRARIO, Daria, Ms.  
CURRAN, Kevin, Mr.



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**Union latino-américaine des travailleurs  
municipaux**  
**Latin American Union of Municipal Workers**  
**Unión Latinoamericana de Trabajadores  
Municipales**

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DATARMINE, Patricio, Sr.  
RUGGIERO, Oscar Tomás, Sr.  
GODIO, Julio Felix, Sr.  
CUARTANGO, Oscar Antonio, Sr.  
ATANASOF, Gonzalo R., Sr.

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**Union mondiale des organisations féminines  
catholiques**  
**World Union of Catholic Women's  
Organizations**  
**Unión Mundial de las Organizaciones  
Femeninas Católicas**

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BARTER-HEMMERICH, Ursula, Mme

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**Union syndicale des Travailleurs du Maghreb  
arabe**  
**Union of Workers of the Arab Maghreb**  
**Unión Sindical de Trabajadores del Maghreb  
Arabe**

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JERAD, Abdessalem, Mr., Secrétaire général.  
RHOUMA, Nouri Salem, M., Vice-Secrétaire général.  
SAHRAOUI, Abdelmajid, M., Secrétaire général adjoint.  
DORSI, Aboubaker Moussa, M., Secrétaire adjoint.  
ACHOUR, Abdelhamid, M., Directeur exécutif.